

Jim Sides  
Board Chairman



William Peoples  
Vice-Chairman

## **ROWAN COUNTY BOARD OF SOCIAL SERVICES**

**The Rowan County Board of Social Services will improve the quality of life in Rowan County by supporting the Mission of the Department of Social Services. Toward this end and in cooperation with public and private entities, we will identify needs, and devise and focus resources to deliver services responsively and compassionately.**

### **MONTHLY MEETING Department of Social Services Rowan County DSS September 30, 2014 @ 5:30 PM**

#### **AGENDA**

1. Call to Order
2. Review of Mission Statement
3. Invocation
4. Pledge of Allegiance
5. Approval of Agenda
6. Approval of Minutes
  - a. Meeting Minutes from August 26, 2014
7. Comments from the Community
8. Approval of Reports
  - a. Division Reports
  - b. Data Dashboards
  - c. Director's Report

9. Review of Staff Turnover and Retention for FY'14

The Board will review staff turnover and retention for fiscal year 2014, focusing upon the need to enhance retention in the Economic Services Division.

DSS Goal: Strengthen Infrastructure and Internal Business Processes

10. Selection of Board appointed Board member

In accordance with N.C.G.S. 108-A-3b, the DSS Board will review applications and make an appointment to fill the unexpired vacant position.

11. Approval of Energy Outreach Plan
12. Safety officer concerns
13. Social Services Institute
14. Plan for Medicaid Hard Launch  
DSS Goal: Strengthen Infrastructure and Internal Business Processes
15. Finalize Annual Report  
DSS Goal: Utilize Data to Improve Outcomes
16. Community Roundtable  
DSS Goal: Promote Community Collaboration/Involvement
17. Adjourn

Next meeting October 28, 2014 @ 5:30 PM

Note: Any person who needs an accommodation in order to participate in the meeting should contact Kelley Williams (704.216.8400) at least 24 hours in advance of the meeting.

**ITEM TITLE:** Meeting Minutes from August 26, 2014

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**ATTACHMENTS:**

<b>Description</b>	<b>Upload Date</b>	<b>Type</b>
<a href="#">Meeting Minutes from August 26, 2014</a>	9/25/2014	Cover Memo

**Rowan County  
Board of Social Services  
August 26, 2014  
Minutes**

The Rowan County Board of Social Services met Tuesday, August 26, 2014 at 5:30 p.m. in the large meeting room at 1813 East Innes Street, Salisbury, NC.

**MEMBERS:**

Jim Sides, Chairman  
Arnold Chamberlain  
William Peoples

It was announced that Ruth Kennerly had submitted her resignation from the Board. Ms. Bamberg-Revis was not present for the meeting. Mr. Sides advised that Ms. Kennerly's position on the Board is the appointment made by the members of the DSS Board. He encouraged Board members to reach out to anyone who might be interested in serving. The Board will accept applications through the end of the month and plan to make the appointment at the next Board meeting.

**OTHERS IN ATTENDANCE:**

Donna Fayko, Rebecca Smith, Kelly Johnson, Beth Berry, and Karen Bost

**PROCEEDINGS:**

1. Call to Order: Chairman Sides called the meeting to order at 5:50 p.m.
2. Review of Mission Statement: Mr. Sides read the Mission Statement.
3. Invocation: Mr. Peoples offered the opening prayer.
4. Pledge of Allegiance: Mr. Peoples led the Pledge.
5. Approval of Agenda: **Mr. Chamberlain moved approval of the Agenda. Mr. Peoples seconded, and the motion passed with all in favor.**
6. Approval of Minutes from July 29, 2014 meeting: **Mr. Chamberlain moved approval of the Minutes of the July meeting. Mr. Peoples seconded, and the motion passed with all in favor.**
7. Comments from the Community: None
8. Approval of Reports: Chairman Sides called for comments on the Division Reports:  
**Children's Services**: Mr. Sides commented on the internal initiatives being undertaken by Children's Services staff to improve practice and commended staff for their efforts.

**Economic Services**: Ms. Fayko asked Ms. Spears to update the Board on the number of outstanding Medicaid applications we have. Ms. Spears responded we have 638 pending in NCFast, and 87 of those overdue. Mr. Sides commended staff on all they have done to clear the Medicaid application backlog.

He also expressed that with the backlog staff has worked through, he is impressed with the results of the recent Medicaid monitoring.

**Services Support:** Mr. Sides noted that customers are going to be required to pay a portion of their child care fees beginning October 1, and some customers will become ineligible to receive subsidy. Ms. Fayko commented that it will not impact the workload, but it will reduce the number of families that are served. We will still see the same number of applicants and have to go through the eligibility process with each of them.

Mr. Sides commended the Adult Home Specialist for meeting expectations in all areas in the recent quarterly review.

**Director's Report:** Ms. Fayko noted that Rowan DSS received special recognition from the Division of Medical Assistance for our determination in getting off the "backlog list." Rowan was identified as a reference point for other counties. Rowan County has been asked to serve on a supervisory focus group so we can give feedback on how to help other supervisors in Economic Services. Helene Schappell will represent DSS. Ms. Fayko noted that Medicaid hard launch into NCFAS will take place in October. It will be a challenging few months.

Mr. Sides called for comments on the Data Dashboards. There were none. **Mr. Peoples moved to approve all reports as submitted. Mr. Chamberlain seconded, and the motion carried with all in favor.**

9. Review of DSS Annual Report Draft: Hard copies of the Annual Report brochure were distributed. Mr. Sides commented that there has been discussion to move DSS to the West End Plaza due to space needs. When this building was built, there were approximately 10 vacant offices. The file rooms were constructed in such a way as to use them as office space. All offices are now used, and offices have been constructed in the large file room. When the building was built, there were approximately 16,000 – 17,000 clients on FNS services and Medicaid. Now there are 26,000. These statistics are helpful in looking at department needs as it pertains to relocation. It was noted the total budget to DSS is more than the County budget and more than the school budget.

Ms. Johnson provided highlights of the report and noted that figures on the *Total Amount of Benefits Issued* are estimates provided by the state. Previously there were reports available to counties that detail the actual totals of Medicaid claims paid by category. Since NC TRACKS was initiated, those reports are no longer available. We are trying to get that information for inclusion in the Annual Report. Medicaid totals are estimates. All other program data are actual amounts. Total benefits increased by \$17 million due to the MA number but that number was an estimate. There will be an increase in benefits but the amount will not be known until the actual MA benefit amount is received.

Other factors that impact numbers and benefits include: population and program eligibility. Some programs are allocation driven, based on the amount received to manage the program. Some (especially in the areas of Foster Care and Medicaid Transportation) are managed in house. We try to focus on providing the best services possible in the most cost effective manner.

*Cost for Administering Programs* shows the total cost and federal and state reimbursement-amounting to approximately 54%, which is above the state-wide average reimbursement of 50%. Ms. Fayko commended Ms. Johnson on doing an excellent job drawing down reimbursement from the state.

*Children's Services:* It was noted that the number of total reports decreased by 198 this year. In Foster Care, the number of children served increased by 12. Children in Custody increased by 9. Spending in Foster Care is down, which is attributed to looking at right-fit placements, verifying board payments to residential homes, and placing teens in foster home settings rather than residential care. Ms. Fayko shared that discussion at the Child Fatality Task Force was that foster care entries are increasing across the state. As discussed at previous meetings, because we must apply the criteria of being candidates for foster care in order to receive in-home services, fewer cases are transferring. We are seeing an increase in foster care placements.

*Economic Services:* The number of households for FNS has increased this year as have the number of applications.

*Work First:* Totals are trending downward statewide. We assisted three additional families with emergency assistance this year.

*Child Care:* There is a downward trend in this program due to the decreased number of customers applying for subsidy. The federal shut down also impacted totals as we did not accept applications during that period of time. We spent 93% of our allocation of day care funds.

*Medicaid:* Recipients increased by 905, and new applications decreased by 392. The categories will be completed when reports are received from the State.

*Medicaid Transportation:* We contract with Rowan Transit, First Transportation, Latino Express, Phase II, and Safety Taxi to provide this service. There was a slight increase in the number of trips, but a decreased cost of \$86,000. We attribute the savings to in-house accounting in making sure the number of trips and the charges for providing the service were correct.

*Adult Services:* There were slight increases in totals for the majority of categories in Adult Services. Total Reports increased by 3, Accepted Reports increased by 11, Adult Care Home Providers decreased by 1, Special Assistance In-Home stayed the same, At-Risk Management Services increased by 7, In-Home Aid Services remained the same at 49, and Adult Day Care Service increased by 1. Guardian of Person cases decreased by 17 clients because 11 clients passed away, 2 had competency restored, and 4 had competency transferred.

*Child Support:* Although collections decreased by \$188,000 this past year, we still collected \$10 million on behalf of Rowan County children. Paternity was established for an additional 35 children. Mr. Sides asked in the State of North Carolina if a parent fails to pay their child support, does that parent lose their license. Child Support supervisors advised that is something a judge can impose, but they had only known it to happen one time. Our judges usually look at it as taking away a person's ability to obtain or maintain employment.

*Heating/Cooling Assistance:* These are our LIEAP, Crisis Intervention, and Share the Warmth programs. The LIEAP households increased by 241, and assistance issued increased by \$58,000. For FY 13-14, we received an allocation of \$777,000. We budgeted \$500,000, and spent \$443,000 of that amount. The program runs for 4 months, and we see every client who applies for services. Crisis Intervention (CIP) and Share the Warmth number of households decreased by 553, and assistance issued decreased by \$208,000. Rowan Helping Ministries administers these programs and exhausted the full allocation of \$549,000 for the CIP program. We requested additional CIP funding from the State, and received \$31,000 which is reflected in the \$549,000. We spent \$3,750 in Share the Warmth funds. Ms. Johnson noted that we offered our remaining LIEAP funds for reallocation to other counties, but we requested additional CIP funding. The weather is a crucial factor in whether clients apply for these programs.

*Community Sponsored Programs:* There was a decrease in this area due to DSS no longer administering the Christmas Happiness program. Jon Hunter did an excellent job of raising funds for the One Church One Child program to meet the needs of children and families. In FY 14, 655 children were served with OCOC funds. This is an increase of 269 children from FY 13. Mr. Sides noted that Mr. Hunter is applying for and receiving more grants than in previous years.

Contact information appears at the bottom of the brochure. The Power Point version of the brochure information will be shown on Brightsign® in the DSS lobby. Ms. Fayko added that we will add the Medicaid data when it is available, and bring it back to the Board before mailing it out to our community partners.

10. Child Support Incentives Enhancement Plan: Ms. Fayko explained that last month the Board was advised of the General Assembly's program evaluation of the North Carolina Child Support program. North Carolina ranks 24<sup>th</sup> in the nation. In comparing the measurables for county programs, Rowan County ranked 40. We began to look at ways to improve our ranking in the State. There were discussions with the program consultant who advised the evaluation was "comparing apples to oranges." It is difficult to compare a county the size of Mecklenburg with their resources and the number of agents they have with a smaller county. It was her opinion that if Rowan County were compared to a similar or like-sized county, Rowan would probably rank 4<sup>th</sup> across the State. Supervisors Beth Berry and Karen Bost presented information on Rowan County's Child Support Division and the Incentive Enhancement Plan.

Child Support is divided into two divisions, Establishment and Enforcement. Ms. Berry is the Supervisor for the Establishment Division. This division is responsible for originating child support orders. Once an order is established and under order, the case moves to Enforcement. Karen Bost is the Supervisor for the Enforcement Division.

Child Support operations originated in 1975 to pursue repayment of public assistance of non-custodial parents. Guidelines fall under Title IV, Section D of the Social Security Act. Guidelines change every four years so the program is constantly evolving.

During the establishment process, staff must ascertain the location of non-custodial parents, including addresses, employment, and assets. Gross income of both parties must be verified. They must gather as much information as possible. This information is entered into a formulary equation according to State guidelines. Since 1999, North Carolina Child Support Centralized Collection has been responsible for receiving and disbursing Child Support payments. This system is operated by a private vendor.

Mr. Sides asked if the Lexis-Nexis program was helpful in providing information to Child Support staff. Ms. Berry explained that Child Support operates through an automated system called ACTS (Automated Collection Tracking System). Child Support used Lexis-Nexis during the trial period, but found it was not as valuable for their purpose as information available through ACTS. Mr. Sides asked if there are other programs that would give better information than we can currently access. Ms. Berry responded that a challenge is that at one time we could access certain programs that we can no longer directly access. We are successful with the information we obtain through ACTS.

Another service provided through Child Support is establishment of paternity. We cannot move into the area of support until paternity is established. The State is now pushing for parents to sign an "Affidavit of Parentage" (AOP) at the hospital at the time of birth. At the end of 60 days, if no one has contested

the signatures on the AOP, paternity is voluntarily established. If the AOP is less than 60 days old, the non-custodial parent may request paternity testing.

The first tool for Enforcement is wage withholding. Child Support payments are deducted from an individual's payroll check. Although a parent may be unemployed or under employed, child support is still their obligation. We can attach Social Security and Unemployment benefits. Some employers are challenging or late in sending payments, but they do not refuse. Bank accounts may be attached, but the State office is responsible for initiating that process. Notification is sent to the bank and to the non-custodial parent. The account is frozen, and the individual has 10 days to contest. If they do not contest, the State takes monies that are in the account.

Collections are the most difficult task in Child Support. In May of 2014, the entire State was down \$12.2 million in collections. Many factors impact collections. Once a case is under order, it transfers to Enforcement. It may be difficult to locate the non-custodial parent to collect. As mentioned, the parent may be unemployed, under employed, or incarcerated. There are cases under order, and the parent's income cannot support the number of cases against them. Any amount not paid in one month rolls to the next month and accrues. Non-custodial parents may request decreases to make their payment more in line with their earnings. Our agency may assist these parents in filing motions for reductions. The fact that many people are no longer receiving unemployment benefits impacts collections. We are still feeling the effects of local lay-offs, and many businesses in our area are not hiring. According to 2011 US Census information, 16% of our population is below the poverty level.

*Incentive Goals:* At the beginning of the year, Incentive Goals are set by the State. Each month we receive a report showing our status of meeting those goals. Ms. Berry shared information from Ralph Leggett, Administrative Officer at NCDHHS of how the Incentive Goals awards are disbursed.

"Once the State receives quarterly advances, it in turn, advances incentive funds to counties. The amounts provided to counties are based on each counties most recent federal fiscal year performance calculations taking into consideration ACTS functionality, as well as past performance by the State. Most recently – the State has chosen to reduce the amount advanced to counties in an effort to pay larger amounts once the final award has been provided by the Office of Child Support Enforcement (OCSE).

Once the State has received the audited performance and award letter from OSCE – the State will calculate the total award for each county based on their performance for the respective federal fiscal year. The total award calculated for a county then subtracts any amount advanced which provides a net settlement award."

Incentive funds must be reinvested in the Child Support program or they may be utilized in other activities approved by the Secretary of DHHS. These activities must improve child support programs. Ms. Fayko advised we have used incentives to buy equipment necessary to run the programs, including laptops for use in the courthouse. This past year, incentives were reinvested in salary. We have received feedback from the State that is how they want us to reinvest those funds.

Ms. Berry addressed difficulties in NC FAST not forwarding referrals to Child Support. This is a concern for workers. We have been advised to wait for the program issues to be resolved. The fear is that Child Support may receive a large number of cases at one time once the problem is corrected.



Child Support staff is committed to improving our ranking in the State. They have identified special program projects they will initiate. They will continue contacts with community partners, such as the Rapid Response Team, Social Security Commission, the Department of Correction, and Rowan Cabarrus Community College. They will work with staff to increase court scheduling and realign staff as necessary to concentrate on areas of need.

It was noteworthy that collections for the last three years have exceeded \$10 million and we have had three agents mentioned in a State publication that recognizes the top 20 agents in agencies across the state that collected the most for a single case. They were:

Lesley Boan	collected \$14,995 for one case in one month
Sandra Goodson	collected \$14,226 for one case in one month
Rachel Anderson	collected \$9,375 for one case in one month

Mr. Sides remarked he found the presentation very informative and commended staff for the job they are doing.

11. Other Matters:

*Report from NCACBSS:* Mr. Sides is Rowan County's representative on the NC Association of County Boards of Social Services (NCACBSS). He advised there are three organizations within the State, the NCABSS, the Director's Association, and the NCSSA, which is the employees' association. These associations contribute to the services of a lobbyist to represent their interests and to pursue goals for consideration by the Legislature. Each association submits goals to the lobbyist. Mr. Sides has proposed to the NCACBSS that one of their goals be requiring the lobbyist report back to the association what she is doing and her success in submitting goal information. He suggested that Ms. Fayko present the same goal to the Director's Association. He also suggested that the three organizations submit goals collectively to avoid duplication and overlap of goals and to make sure goals match and have the same focus. Ms. Fayko advised that William Scarlett meets with the Director's Association regarding legislative goals and she feels there is communication between those two boards concerning goal setting.

Mr. Sides advised there is discussion about consolidating DSS and the Health Departments. He shared that one of the candidates for County Manager had consolidated these departments in his county, and they realized a savings of \$500,000. The candidate shared that the savings were realized in the Health Department. There are approximately six functions mandated for the Health Department. Their Board of Commissioners supported providing mandated services, and eliminating services that were not required. Mr. Sides advised that consolidating the departments may be looked at again in the future. It was noted that in one model, there is still need for a Health Director and a DSS Director unless a director has extensive Health and Human Services experience and can manage both Departments. There would not necessarily be a savings in director salary.

Mr. Peoples advised that he had been thinking about staff turnover and had been "thinking outside the box" to look at things that might benefit staff and help with retention. Noting that day care costs are very high, he suggested the County look at day care for employees. This could be housed in the West End Plaza, and employees could receive a reduced rate for their day care. Mr. Sides responded that this is something that would not benefit all employees equally. He felt that more work without changing classification was impacting more employees' decisions to leave. Employees received a 1% cost of living this year, which had little impact on workers whose salaries were low and large impact on employees whose salaries were high. Ms. Fayko advised the Senior Leadership Team is looking at staff turnover

and summaries from exit interviews. They would like to place their findings on the agenda for discussion at the Board meeting next month.

Mr. Sides advised there used to be a program that provided salary increases as employees achieved advances in certification. That program is coming back and will benefit employees in the Sheriff's Department, Information Systems, and Environmental Health. Mr. Sides expressed that he does not support rewarding certain employees and not all.

12. Date of next meeting: Mr. Sides expressed that he has a conflict on September 23, and requested to move the meeting to Tuesday, September 30, 2014 at 5:30 p.m. There were no objections. **Mr. Sides moved to change the September meeting from September 23 to September 30. Mr. Chamberlain seconded, and the motion passed with all in favor. Next meeting Tuesday, September 30, 2014 at 5:30 p.m. in the large meeting room.**
13. Adjourn: There being no further business to discuss, the meeting adjourned by consensus at 7:30 p.m.

Minutes prepared by:  
Kelley Williams

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Signed Date

\_\_\_\_\_  
Secretary Date

**ITEM TITLE:** Division Reports

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**ATTACHMENTS:**

<b>Description</b>	<b>Upload Date</b>	<b>Type</b>
<a href="#">Children's Services Division Report</a>	9/24/2014	Cover Memo
<a href="#">Economic Services Division Report</a>	9/24/2014	Cover Memo
<a href="#">Finance Division Report</a>	9/24/2014	Cover Memo
<a href="#">Fiscal Report</a>	9/24/2014	Cover Memo
<a href="#">Services Support Division Report</a>	9/24/2014	Cover Memo
<a href="#">Agency Calendar</a>	9/25/2014	Cover Memo
<a href="#">Foster Parent Newsletter</a>	9/25/2014	Cover Memo

**Children's Services Division**  
**Rebecca Smith, Program Administrator**  
**September 2014**

***System of Care Updates***

This month we have met with several community partners in order to evaluate joint opportunities for improved practice. This has included Genesis – A New Beginning, the Child Advocacy Center, Department of Juvenile Justice (DJJ), Children's Home Society and Rowan-Salisbury Schools. The Partnering for Excellence Initiative has been a major topic of discussion in all of these meetings as we look to partner to create a Trauma Informed System of Care in Rowan County. "A trauma-informed child- and family-service system is one in which all parties involved recognize and respond to the impact of traumatic stress on those who have contact with the system including children, caregivers, and service providers. Programs and agencies within such a system infuse and sustain trauma awareness, knowledge, and skills into their organizational cultures, practices, and policies. They act in collaboration with all those who are involved with the child, using the best available science, to facilitate and support the recovery and resiliency of the child and family." (*National Child Traumatic Stress Network*)

RCDSS will co-facilitate our fourth session of the Trauma 101 training with Cardinal Innovations on October 6<sup>th</sup> and 7<sup>th</sup>. Several individuals from DJJ and the Guardian Ad Litem's office are scheduled to attend. Genesis will be completing a presentation to our Children's Services Division on 9/24/14 in regards to Batterer's Intervention Services vs. Anger Management and will provide an overview of the services they offer.

***Medical Homes Initiative***

Adam Svolto with Fostering Health North Carolina presented to Children's Services Committee this month to further support involvement with the Medical Homes Initiative. In New Hanover County, an LCSW was embedded in the local Department of Social Services to focus on meeting the well being needs of youth in foster care. They increased compliance with the new American Academy of Pediatrics (AAP) periodicity guidelines from 56% to 99%. This led to a decreased use of the Emergency Room which reduced the cost per child. They worked with a cohort of 63 foster youth.

Fostering Health North Carolina has focused on the areas of 1) leveraging technology, 2) sharing knowledge, 3) changing processes and 4) informing policy in order to optimize the medical home model. The main vehicle for the change is DSS access to the Provider Portal, which will inform social workers regarding the child's previous medical history based on Medicaid claims. Access to the Portal is reliant on a TECCA agreement. Durham and Stanly counties have successfully entered in to this agreement and RCDSS is in the process of doing so.

RCDSS is also working closely with Community Care of the Southern Piedmont (CCofSP) to partner with our local medical providers to put processes in place to ensure our foster youth are being seen at increased intervals based on the AAP recommendations. So far, we have seen an impact on the front end and have adjusted our protocols to reflect the new timelines. Our petitioning social workers are taking children to their primary care physicians within 48 hours of them entering DSS custody for an initial health screening. This is compared to making an appointment within 7 days of the children entering care. We are also providing Salisbury Pediatrics with updates and contact information related to children in foster care when they are the identified medical home. This helps Salisbury Pediatrics to coordinate follow up visits for these youth in order to meet the required timeframes. It is our plan to expand this process to other clinics in Rowan County and Cabarrus County.

**Economic Services Division Report**  
**September 15, 2014**  
**Pat Spears, Program Administrator**

Rowan County will begin the final phase of moving all of our Medicaid cases to the NC FAST service delivery system. We are scheduled to hard launch on 10-06-14. There are still some types of Medicaid cases that can not be housed in NC FAST at this time such as the SSI Medicaid cases, referred to as SDX cases. All income maintenance caseworkers (universal staff) will have to complete a Conversion Training Webinar prior to our hard launch on 10-06-14. Up until our hard launch, we were only required to input our Medicaid applications into NC FAST, but the weekend prior to 10-06-14, all of the active Medicaid cases housed in our old service delivery system (EIS) will be moved to NC FAST with the exception of the SDX cases mentioned above and any active case with a certification period that is more than one month old. For Rowan County, that equates to approximately 16,000 cases that include Medicaid coverage for over 22,000 Rowan County residents. We still have lots to do in preparation for the hard launch deadline.

**MEDICAID APPLICATION BACKLOG PROGRESS:**

<b>Month</b>	<b>4/7/14</b>	<b>5/5/14</b>	<b>6/5/14</b>	<b>6/17/14</b>	<b>7/17/14</b>	<b>8/11/14</b>	<b>09/15/14</b>
<i>October</i>	217	109	22	13	21	2	0
<i>November</i>	241	111	42	32	23	2	2
<i>December</i>	256	157	64	43	21	4	4
<i>January</i>	767	560	320	220	78	15	4
<i>February</i>	303	216	141	94	34	5	1
<i>March</i>	649	552	423	317	118	16	4
<i>April</i>	100	378	272	250	98	23	1
<i>May</i>	0	27	286	233	130	35	4
<i>June</i>	0	0	83	219	265	82	7
<i>July</i>					212	314	51
<i>August</i>						153	415
<i>September</i>							226
<i>Total Pending</i>	2533	2110	1653	1421	1000	651	719

**LOW INCOME ENERGY ASSISTANCE PROGRAM (LIEAP):**

For those new to the DSS board, the LIEAP program is a seasonal program that provides a one time payment to the heating or cooling utility company on behalf of the households that meet the program qualifications. The state has made revisions to the program for the coming year. The program begins December 1, 2014 and continues until March 31, 2015 or until the funding allocation is exhausted, whichever comes first. The program will target those households that have a member who is disabled (as defined by the Social Security Administration) or who is age 60 or older in the month of December. Beginning January 1, 2015, the program will open up to the general public. The revisions made reduced the dates for the target population from 2 months (December and January) to only 1 month (December). We will be hiring 3 temporary workers to administer the program in December. There are changes in the number of hours a temporary employee can work per week due to the implementation of the Affordable Care Act. A temporary employee can only work 29 hours per week. In the past, a temporary position could work up to 40 hours during the week as long as the employee worked under 999 hours in a fiscal year.

**Fiscal Division Report**  
**Kelly Johnson, Budget Analyst**  
**September 2014**

**Budget**

As of the end of August with 17% of the fiscal year gone by, we have spent 14% of our budgeted expenditures and received 4% of our revenues. (Revenues do not come in until one or two months after the expenditures are recorded and reported.) We have used 33% of our county funds, which will be lower when all of our revenues are received for August.

**Annual Report**

A draft copy of the Annual Report in brochure format was reviewed at the August Board Meeting. New information has been added and can be reviewed. Upon approval from the DSS Board, final copies of the brochure will be distributed to our community partners.

**Monitoring**

On September 12<sup>th</sup>, I received the Rowan County Fiscal Monitoring Tool and Report. As discussed at the exit conference there were no findings for the two months monitored; therefore, no corrections were needed. The Fiscal Compliance Monitor was appreciative of the assistance she received prior to and during her visit. I am very proud of Donna Patterson and Mary Sloop for ensuring their work continues to meet all rules and regulations set forth by the Controller's Office resulting in their contribution to this excellent monitoring report.

**Funding Authorizations**

We have received most of our funding authorizations for Fiscal Year 2014-2015 from the State. Funding authorizations reflect the actual amounts received and may increase or decrease the original budget estimate. Therefore, budget amendments are submitted to ensure accurate amounts are keyed. Below is a chart showing the difference in the State Estimate and the Funding Authorization:

Program	State Estimate	Funding Authorization	Difference
Adult Day Care	76,949	62,971	-13,978
Adult Home Specialist	47,640	47,716	76
Adult Protective Services	33,100	33,100	0
Child Day Care Admin	169,648	165,957	-3,691
Child Day Care Direct	4,071,557	3,982,974	-88,583
Crisis Intervention Program	529,632	518,995	-10,637
CPS Expansion	83,424	83,424	0
CPS IV-E State	130,602	130,602	0
Child Welfare In Home State	70,537	70,537	0
Emergency Assistance Admin	107,475	103,565	-3,910
Family Reunification	14,893	18,198	3,305
FC/ADOPT IV-E State	202,020	202,020	0
In Home Aide State	26,911	26,911	0
LINKS	37,545	37,545	0
Permanency Planning	36,246	36,246	0
Social Services Block Grant	287,792	289,933	2,141
SSBG State	37,364	37,364	0
TANF Child Welfare Workers	225,540	225,540	0
TANF transferred to SSBG	51,662	51,662	0
Work First Block Grant	688,583	688,583	0

<b>EXPENDITURES SUMMARY</b>	<b>BUDGET APPROPRIATION</b>
Services, Programs, Staff & Operating Costs	13,017,157
County Funds (General Assistance, Drug Screening)	40,400
Child Day Care Payments	4,071,557
Public Assistance	
Adoption Assistance IV-B	135,600
Adoption Assistance IV-E	190,600
State Foster Home Program	1,174,032
IV-E Foster Care	1,345,337
Assistance to the Blind	5,600
Crisis Intervention and Low Income Energy	1,032,932
Medicaid	10,500
S/C Special Assistance-Aged	478,414
S/C Special Assistance-Disabled	499,982
Work First-Emergency Assistance	9,000
Work First Assistance Payments	5,000
Home and Community Care Block Grant	
Administrative/Staff Costs	48,832
Adult Day Care Contract	44,100
In-Home Aide Contract	156,285
Grand Total	22,265,328

<b>CHANGES TO BUDGET FROM PREVIOUS MONTH</b>	<b>Account</b>
Donation Funds-reserved funds carried forward	101-5395-444-XX-XX
Special Child Adoption Funds-reserved funds carried forward	101-5353-444-82-00

Total Increases/Decreases

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**PERSONNEL CHANGES**

Number of permanent positions	204
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Number of promotions	0
Number of demotions	1
Number of new hires	1
Number of lateral transfers	0
Number of resignations	6

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**2014**

SPENT YEAR TO DATE	NO. OF MONTHS REMAINING	PERCENTAGE PROJECTION
1,851,110.93	10	
2,415.33	10	
412,011.50	11	
15,530.50	10	
27,074.26	10	
43,164.64	11	
67,529.82	11	
-	10	
520,603.56	10	
(51.59)	10	
70,591.50	10	
78,328.50	10	
-	10	
-	10	
2,584.85	10	
2,721.27	11	
12,934.47	11	
3,106,549.54	10	84%

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Increase	Decrease
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4,750
64,078

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68,828
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-
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**YEAR TO DATE**

2  
1  
5  
1  
10



**Service Support Division Report**  
**Donna Fayko, Acting Program Administrator**  
**September 2014**

**Adult Services**

Home and Community Care Block Grant funding has been cut by 3.1 %. Despite conflicting stories that the million dollar cut imposed on the HCCBG budget by the NC Legislature might be absorbed at the state level, it appears that this is not going to be the case. The total cut for Region F (which encompasses Rowan County) totals \$145,813. Rowan County's total cut is \$13, 797. Based on reports from Area Agency on Aging staff, it appears that the Division of Aging and Adult Services is diligently working on methods to reduce the impact of these cuts to the local providers, and that some additional changes may be in the works. We are not expecting to see any cuts in services to our In Home Aide and Adult Daycare clients.

Good news to report, we have not received any new notices of petitions for incompetency in the last 30 days, but we still have several pending. On September 11, 2014, we were successful in restoring competency to one of our wards. We are so proud of John and will continue to work with him on being able to handle his own finances and eventually, if he proves successfully, he will no longer need a Rep Payee.

**Child Care**

The daycare unit has been in the process of making changes to everyone's daycare case to go into effect October 1<sup>st</sup>. Parent fees are now 10% of a client's income, regardless of the amount of care they receive or how many people are in their household. An estimated 15 clients have chosen for their case to terminate rather than pay the higher fee. A meeting was held September 23<sup>rd</sup> with several community partners, including the Hurley YMCA and Cornerstone Child Development Center, to discuss alternative options for our clients who are going to be impacted by these changes. The daycare unit is also coordinating with Children's Services to clarify new policy that will affect those cases beginning January 1<sup>st</sup>, 2015.

**Work First**

We have learned that the TANF samples will eventually no longer have to be completed manually as the idea is for the information to be pulled straight from NCFast. It is important that all the required information is entered into NCFast so that TANF samples can be completed accurately. We are preparing for Hard Launch by completing the required online training.

**Child Support**

The Rowan County Child Support Unit reports the following statistics as of 08/29/2014; Cases Under Order 89.09%, Paternity Establishment 86.22%, Collection Rate 65.93%, and Cases with Payment to Arrears 41.05%. Rowan County Child Support's collections for the month of August 2014 totaled \$795,399.06.

The North Carolina Child Support Council and Attorney's Conference was held August 27<sup>th</sup>-August 29<sup>th</sup> at the Embassy Suites in Concord, North Carolina. Eight agents, Supervisor Karen Bost, and Attorney Robert Lester attended. The theme of the conference was "Racing for the Children". The Conference offered 30 workshops, however, the information received from those that attended indicated the following were among the favorites: Pitt Crew in Action Locating NCP's, Mechanics of Guidelines, The Concept of Contempt; Two Judge's Perspectives , Social Media and Internet Research, and Hospital Paternity Establishment. It is our intent to implement some of the locate methods that were discussed, however, this is still in the discussion phase. As always, the conference proved very advantageous to all that attended.

# October-2014

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1  APS Screening 8:30	2  PFE 2:00	3  Pay Day Bring a canned good NCF Readiness Coord visit 8:00 Daycare 8:00 CSLT 9:00	4
5	6  Adult Svcs. 8:30 CS Trauma Trng 9:00	7  CS Trauma Trng 9:00 Peer Review 9:00 MAPP 6:00	8  NCSSA 12:00 lunch	9  Child Support Consult Mtg 9:30 Family Finding Mgt. 10:00	10  Time Sheets Due CSLT 9:00	11
12	13	14  Out of Home 8:00 Peer Review 9:00 Automation Mtg. 10:00 MAPP 6:00	15  SOC Collab. 1:30 LINKS 3:30	16  Safety Comm 8:15 ES Supv/Star Team 9:00	17  Pay Day Bring a canned good  APS Screening 8:30 CSLT 9:00	18
19	20  Travel due to Donna P. Innovative Approach 10:00	21  Peer Review 9:00 Foster Parent Orient 5:00 MAPP 6:00	22  Leadership Acad 9:00 Adoptions Comm 2:00	23	24  Time Sheets Due CS Unit Mtg. 9:00	25
26	27  Foster Parent In-Service 6:00	28  Peer Review 9:00  DSS Board 5:30 MAPP 6:00	29  Hot Dog Luncheon	30  Econ. Svcs Unit Mtg. 8:00	31  Pay Day Travel Cks Distrib. CLST 9:00	

**Parking Space Winner - James Mosley**



## Compatibility Report for Calendar.xls

Run on 10/27/2011 17:00

The following features in this workbook are not supported by earlier versions of Excel. These features may be lost or degraded when you save this workbook in an earlier file format.

### Minor loss of fidelity

### # of occurrences

Some cells or styles in this workbook contain formatting that is not supported by the selected file format. These formats will be converted to the closest format available.
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1



Donna F. Fayko, Director  
1813 East Innes Street · Salisbury NC 28146  
Telephone: 704-216-8330 · Fax: 704-638-3041  
<http://www.rowancountync.gov/dss/mainpages>  
October 2014

Dear Foster Parents,

I am so excited to begin working with you. Some of you I know very well, some I have met briefly and there are still some that I have not met, but I look forward to becoming a part of your team. I have been a part of Rowan DSS, as of September 1<sup>st</sup>, for 24 years. I have served in several capacities, Income maintenance, CPS Investigations Social Worker, In Home Services Social Worker, CPS Investigations Social Work Supervisor, and most recently, Foster Care Social Work Supervisor. I have trained locally and statewide in areas related to CPS, stress management, educating the child with disabilities and linking with your school. I come to you with a wealth of knowledge about the agency and the community and excitement to support you as you take care of our children. Last month, Carla emailed each of you my cell number. Feel free to use either the office or my cell phone if you need to reach me.

- Although we have not had any new licenses, we began our Fall MAPP class on September 2, 2014. The class is full at 16. Beverly Dupree, Tisha Warren, and Darlene Murphy are teaching the fall class which is scheduled to end on 11/4/2014. We are also looking to recruit new foster parent trainers. **Could you be the one???** The training is for two weeks in Charlotte or Greensboro. As soon as the 2015 training calendar is announced for this class, I will notify you.

- **Foster Parent In-service, Monday October 27, 2014 at 7:00 pm in the Children's Services conference room.** Lissa Pence, the director of the Guardian ad Litem program, will present the program on "The Guardian ad Litem Program." Childcare for children 12 and under is available at no charge, in the room next to the Children's Services waiting area.

- Do you have any outgrown school uniforms your children no longer need? The Assistance Center can always use school uniforms that are in good condition. You can drop them off there, or bring them to the office for Jon Hunter.

- The "One Church One Child" Assistance Center at Main Street United Methodist Church at 1312 North Main St. in Salisbury will be OPEN from 9 am to 11 am and 1:30 pm to 4:00 pm on these dates in October: Thursdays Oct. 2, Thursday October 9, Monday October 13, Monday October 20, Thursday October 23 and Monday October 27.

Items available to foster families include children's clothes of all sizes, shoes, socks and underwear, baby items, toys, school supplies, and diapers, and you are welcome to anything you can use for

>>>OVER

It is the policy of the Department of Health and Human Services to provide services, care, benefits, and assistance to all qualified persons without regard to race, color, national origin, sex, religion, age, disability or political beliefs.

foster children in your home. Jon Hunter will be there most of the time, and there will be volunteers as well to help you. Bring your Foster Parent ID card with you (or they can look up your name on our list of foster parents). You will need to give Jon or the volunteer the name of the foster child(ren) the items are for.

- This issue of our newsletter will take trauma a step further and explore the behaviors that you will see in youth who have experienced trauma. When they enter foster care they are at greater risk of Juvenile justice involvement. Continued below and on the back of the calendar page is an article from Fostering Perspectives, "Foster care, delinquent behavior, and juvenile justice." There are two questions asked near the end of the article. I will present articles over the next couple of months to help you look at your family and answer those questions.

I look forward to working with each and every one of you and fostering a long standing partnership with you. Thank you for ALL you do every day for our children!

Wendy J

Wendy Baskins  
Foster Home Licensing Worker

## Foster Care, Delinquent Behavior, and Juvenile Justice

It's not a happy fact, but resource parents and child welfare professionals need to know: experiencing the trauma of abuse and neglect puts children at greater risk for getting into trouble with the law. Victims of child maltreatment are more likely than other children to be arrested as juveniles (27% vs. 17%) (CWLA, 2002).

Those who enter foster care are at even greater risk of juvenile justice involvement. Ryan and Testa (2005) found that about 16% of children placed into substitute care experience at least one delinquency petition, compared to 7% of maltreatment victims not removed from their families.

If they do become involved with the juvenile justice system, youth in foster care may face harsher treatment. Ryan and colleagues (2007) found youth whose delinquency cases originated in foster care were less likely to receive probation than youth not in foster care.

Now please understand: most children in foster care never break the law. But they do seem to be at greater risk of doing so than other children.



# Foster Care, Delinquent Behavior, and Juvenile Justice (cont'd)

Given this, foster parents and kinship caregivers naturally want to know two things:

1. How can I prevent youth in my care from getting involved with juvenile justice?
2. What do I do if a child in my home is charged with a delinquent act?

This issue tries to give you clear, helpful answers to these and other questions about the intersection of foster care, delinquent behavior, and juvenile justice.

Our goal, as always, is to equip you with the knowledge and skills you need to achieve the best outcomes possible for the families and children you care so much about.

**ITEM TITLE:** Data Dashboards

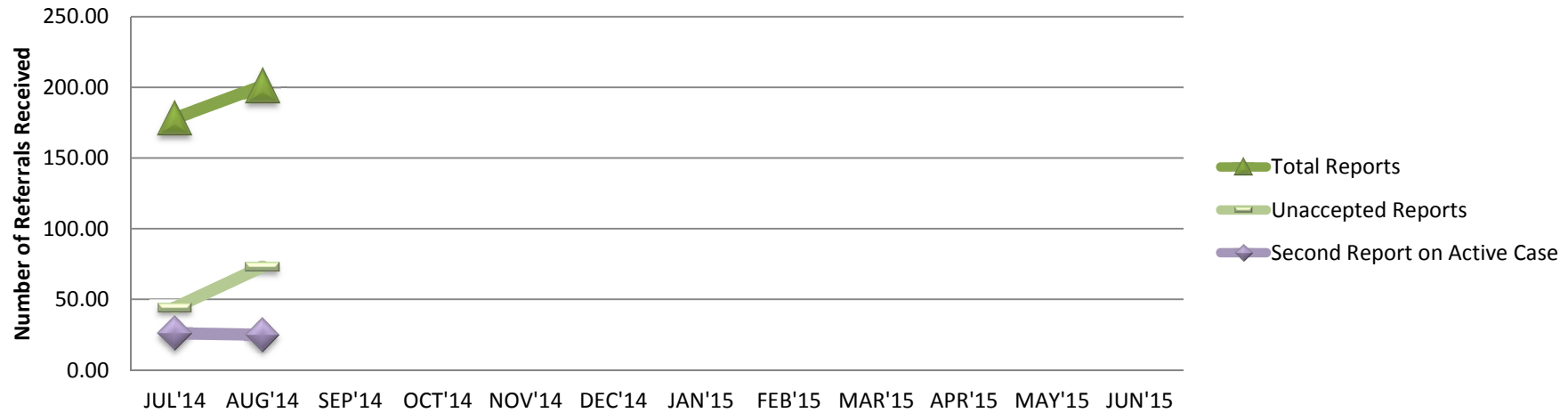
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**ATTACHMENTS:**

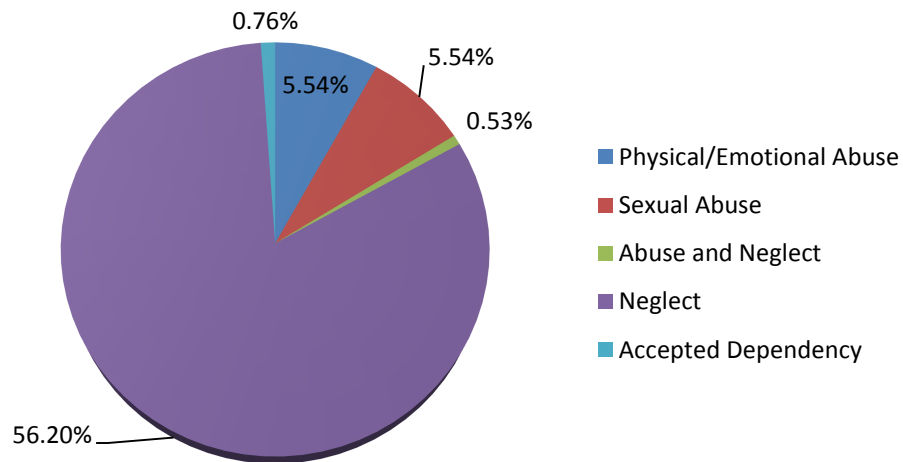
<b>Description</b>	<b>Upload Date</b>	<b>Type</b>
<a href="#">Data Dashboard Children's Services</a>	9/24/2014	Cover Memo
<a href="#">Data Dashboard Economic Services</a>	9/24/2014	Cover Memo
<a href="#">Data Dashboard Services Support</a>	9/24/2014	Cover Memo

# Children's Services Data Dashboard

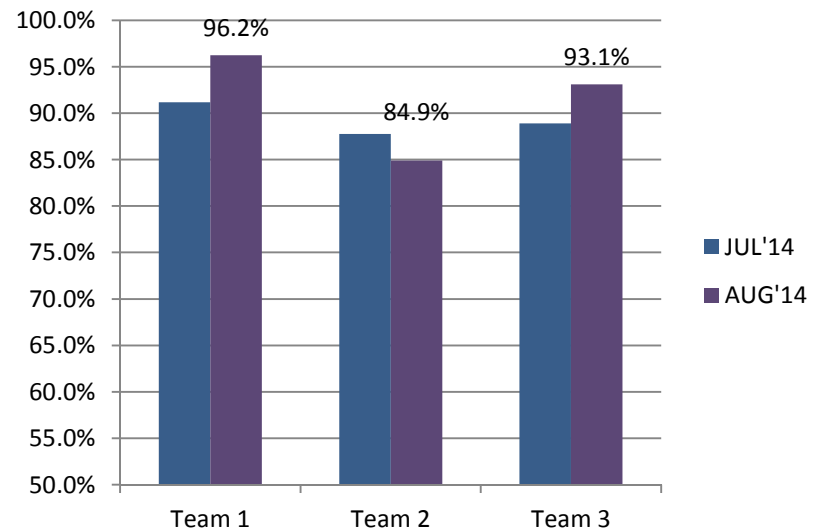
## CPS Intake Reports



## Accepted CPS Intake Reports by Type FY'14-15

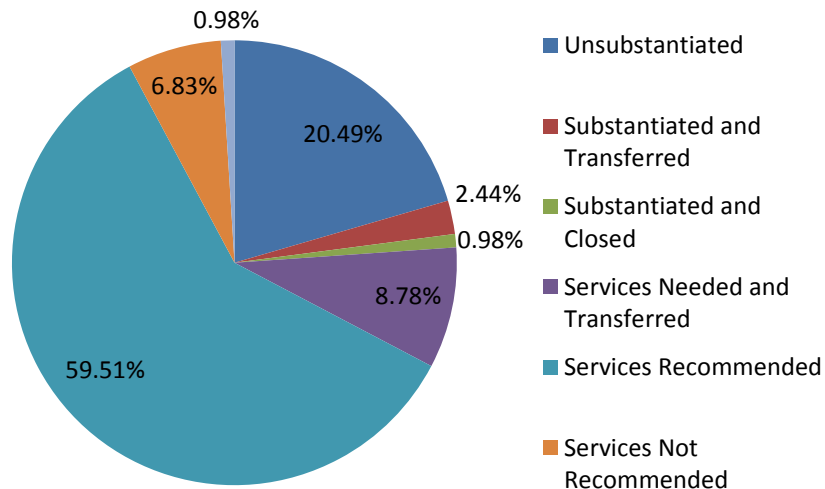


## Initiation Rates by Team Jul '14 to Aug '14

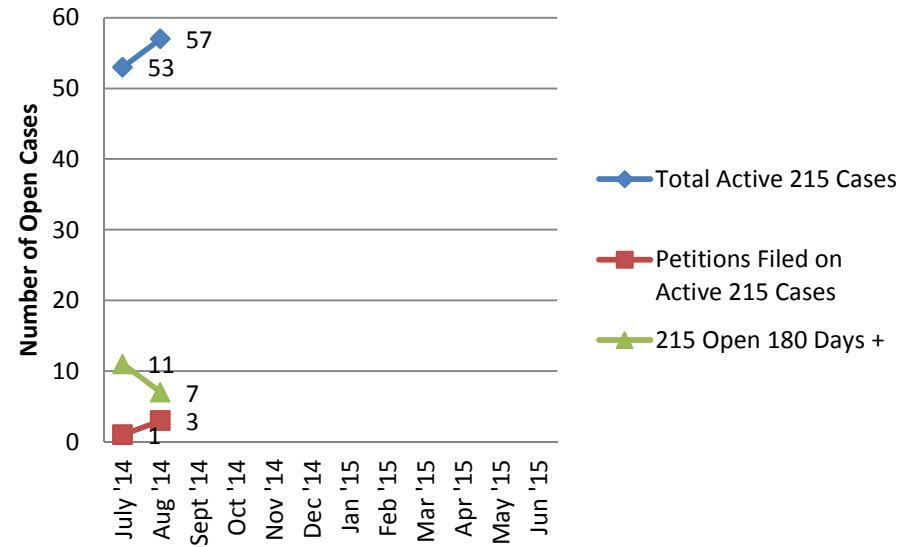


# Children's Services Data Dashboard

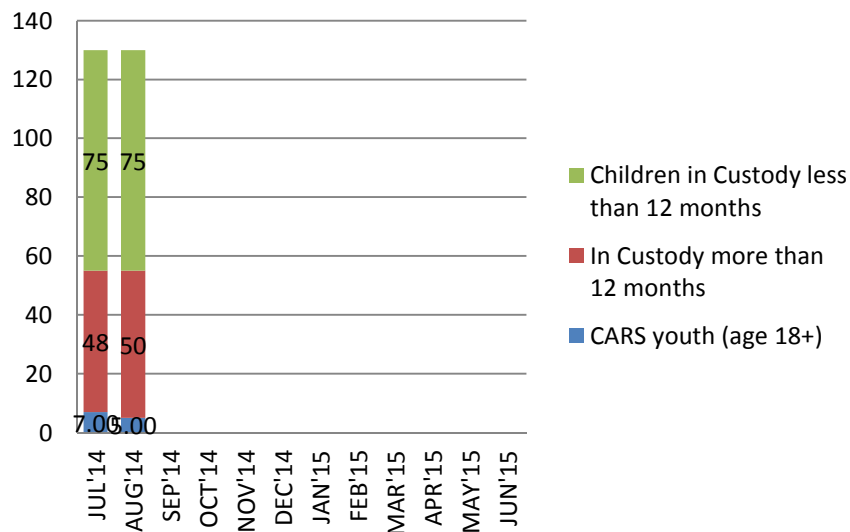
## CPS Findings FY '14-'15



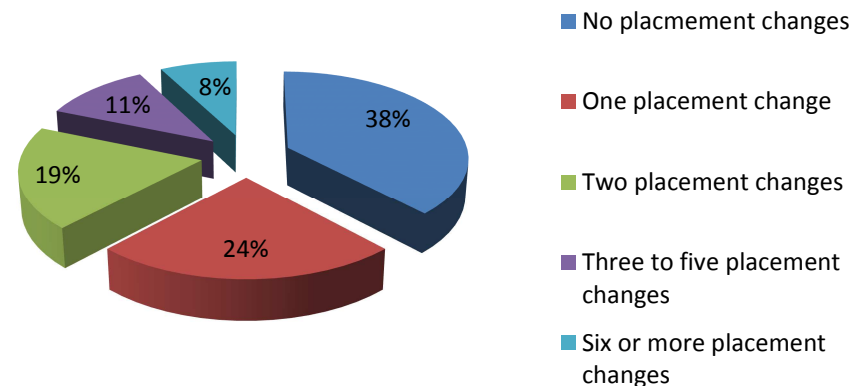
## In Home Services



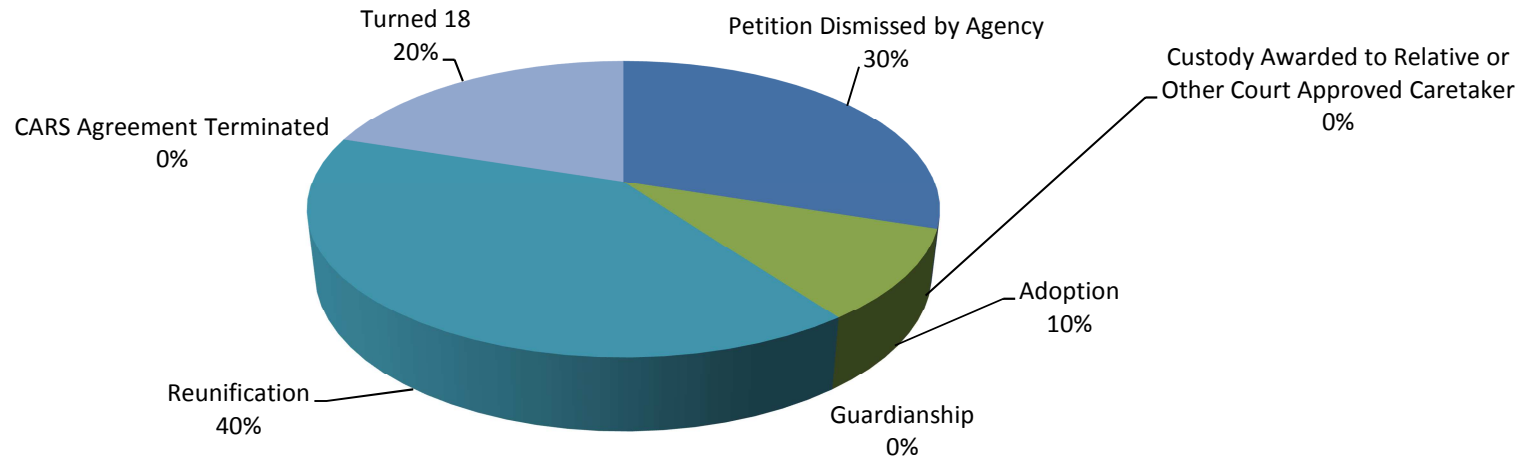
## Number of Children in Foster Care



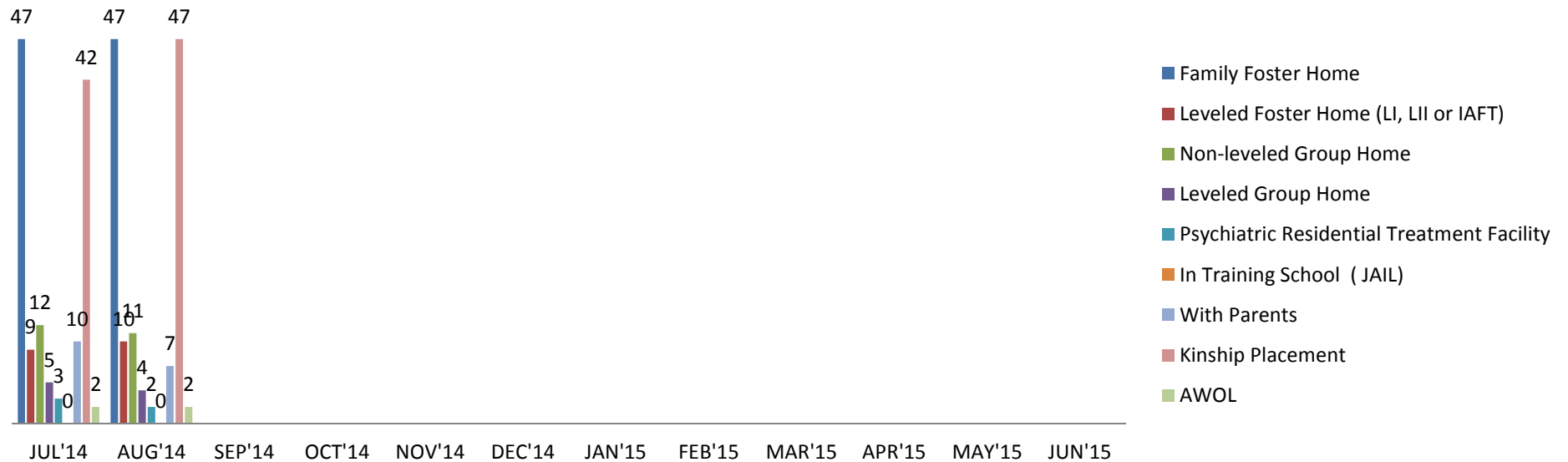
## Number of Placement Changes Per Youth in Foster Care FY' 14-15



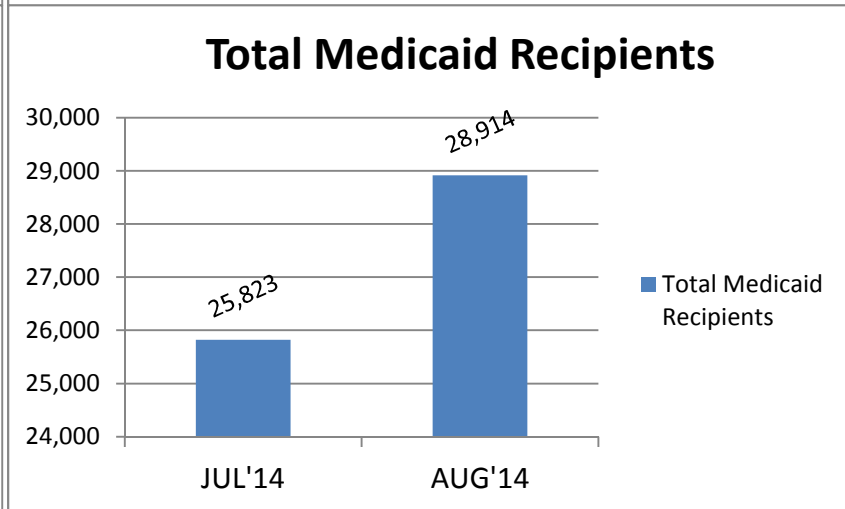
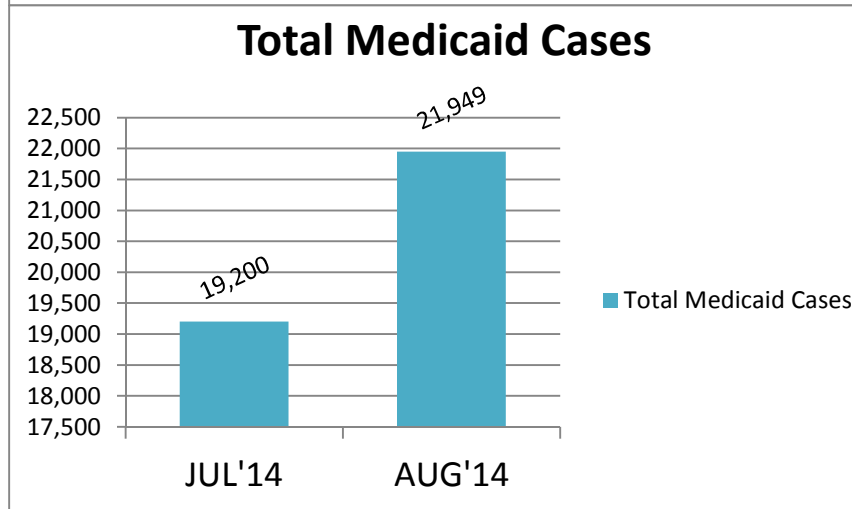
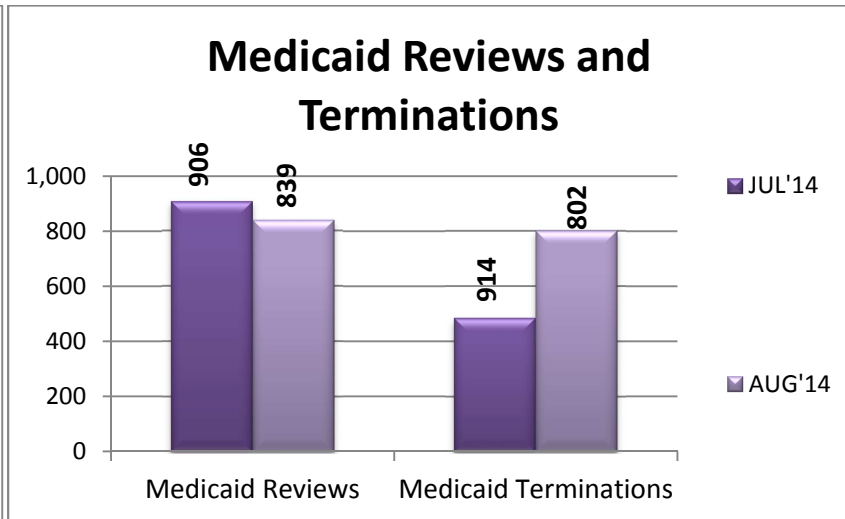
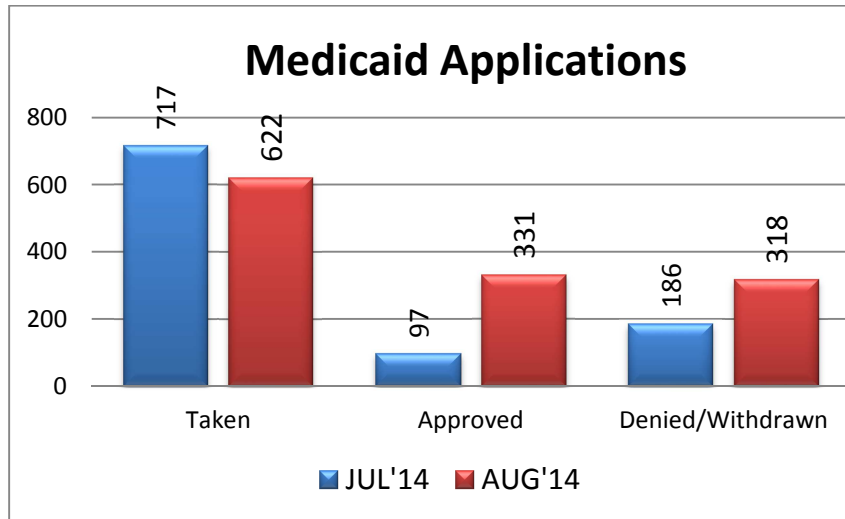
## Permanency Outcomes for Foster Children FY'14-FY'15



## Foster Children's Placement Type FY '14/15

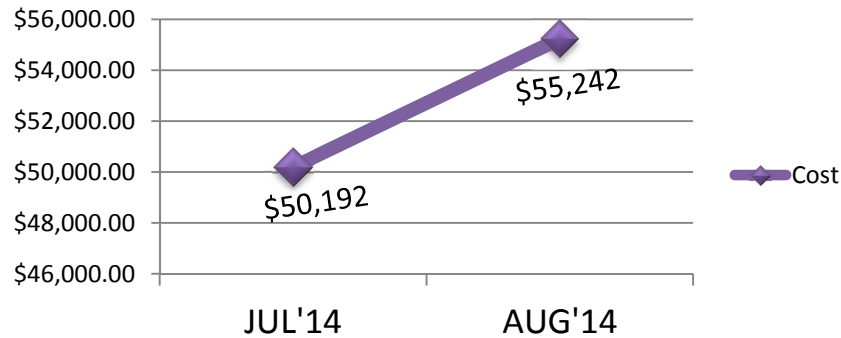


## Economic Services Data Dashboard -2014-2015 Fiscal Year

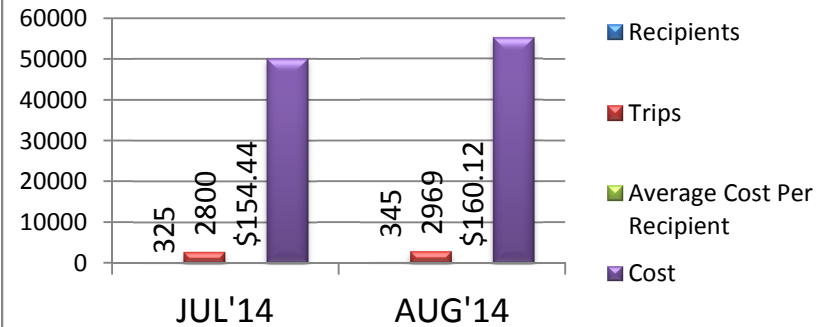


## Economic Services Data Dashboard -2014-2015 Fiscal Year

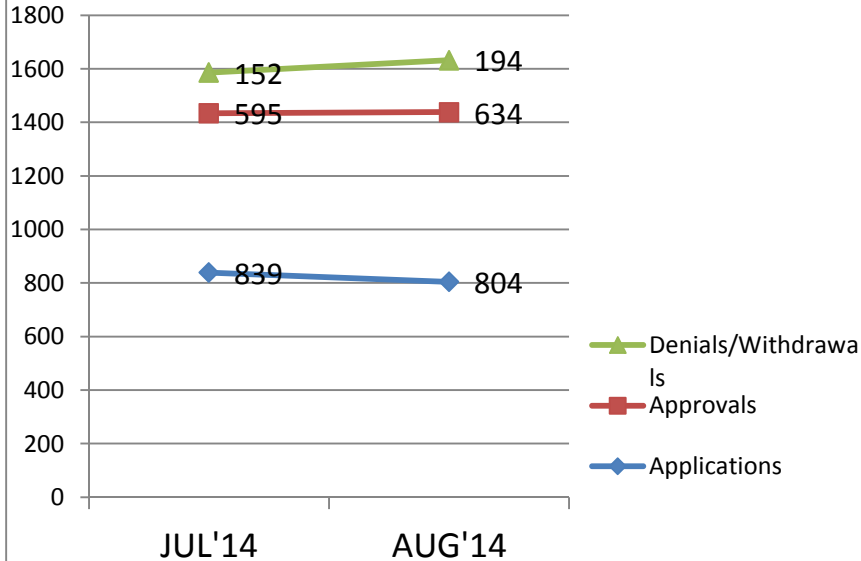
### Medicaid Transportation - Total Cost



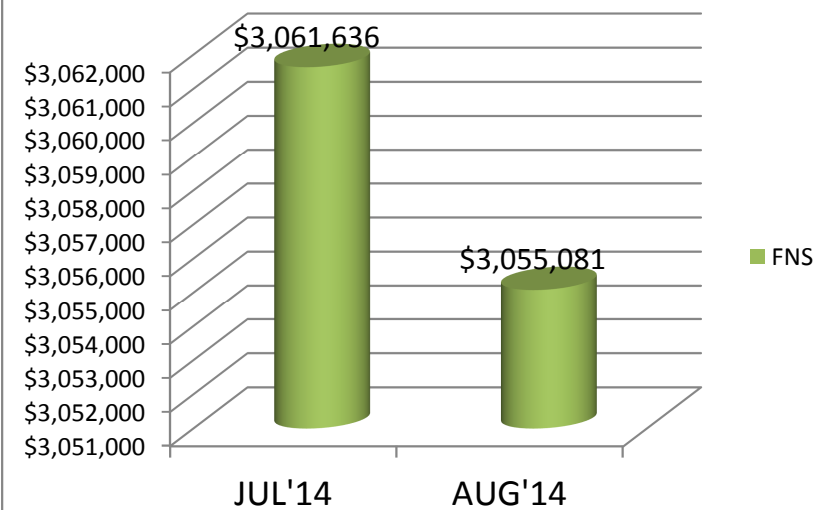
### Medicaid Transportation Average Cost Per Recipient



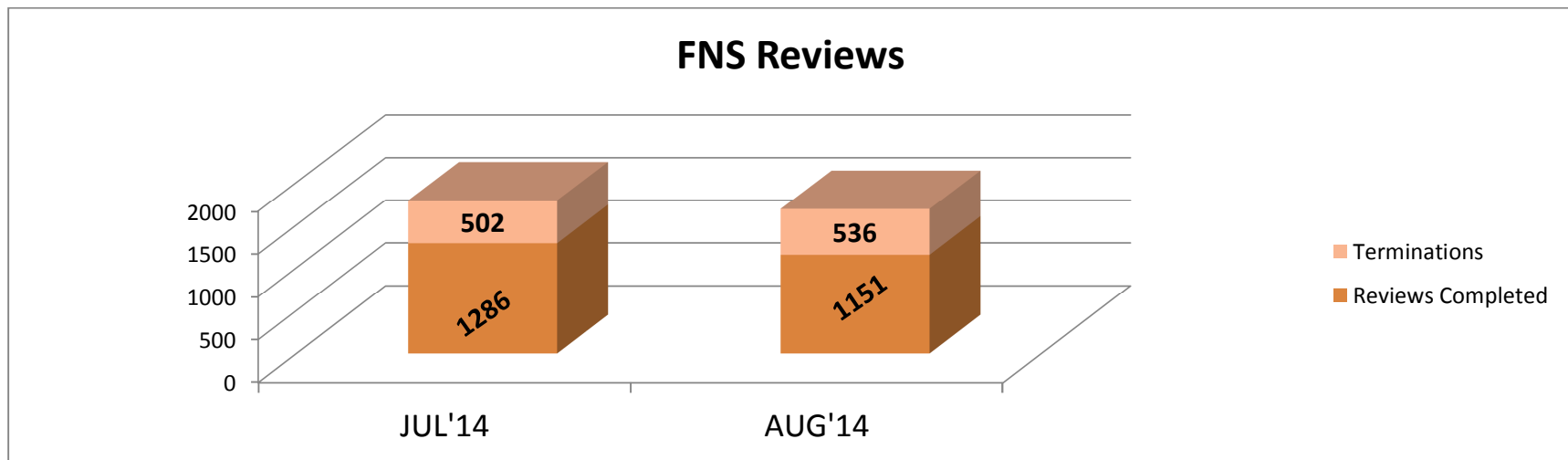
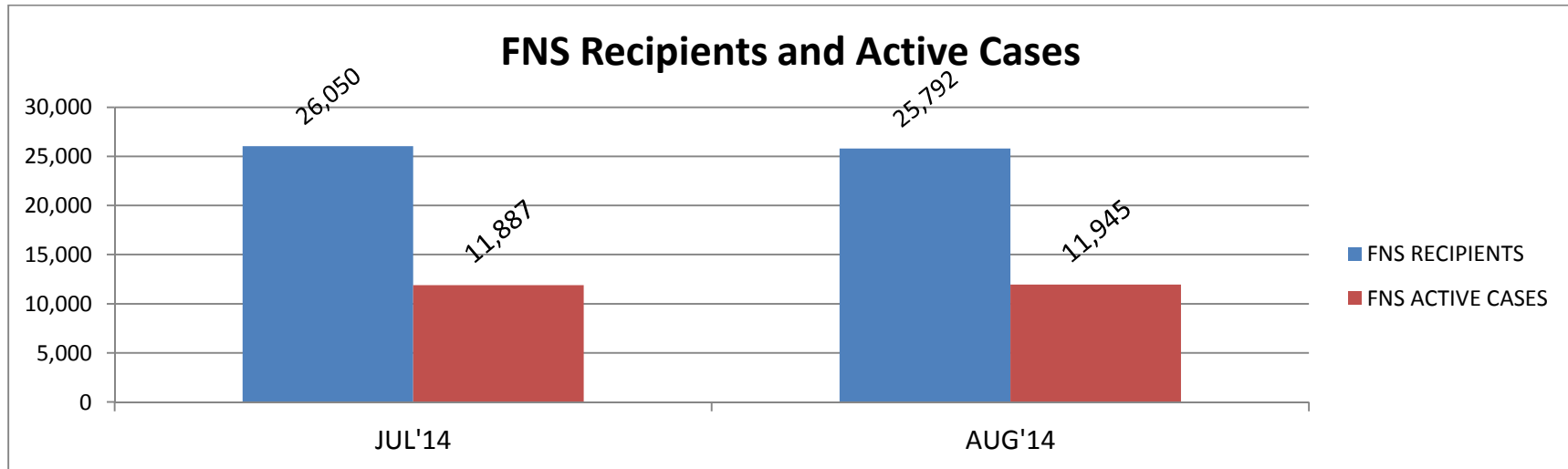
### FNS Applications



### FNS Benefits Issued



## Economic Services Data Dashboard -2014-2015 Fiscal Year

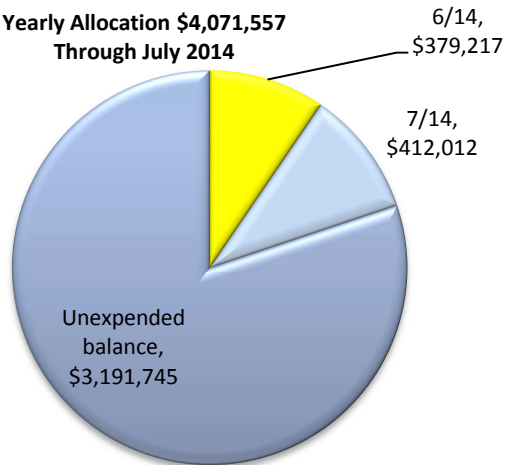




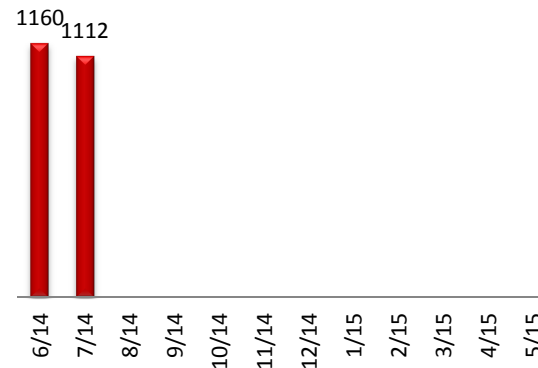
# Service Support Data Dashboard

## Child Care & Work First

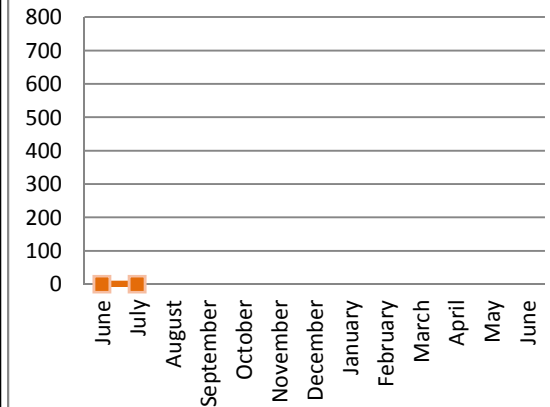
Yearly Allocation \$4,071,557  
Through July 2014



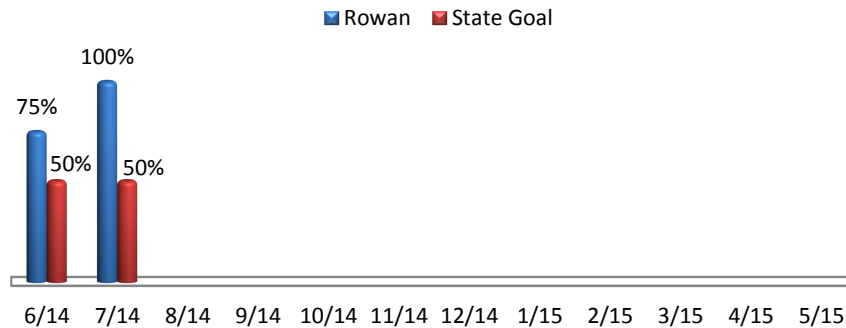
Monthly Total of All Children Served



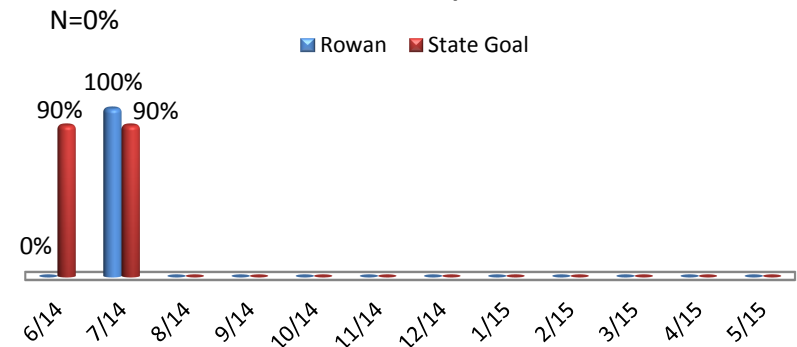
# of children on Waiting List



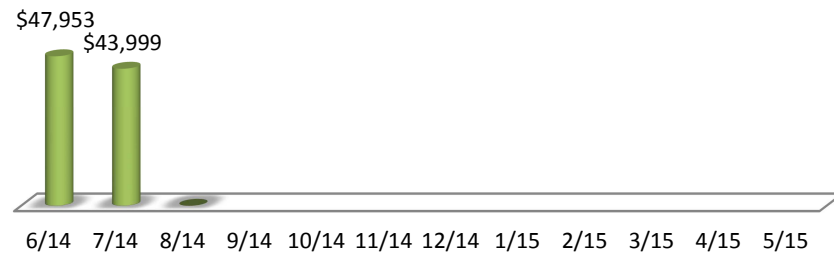
All Families Participation Rate



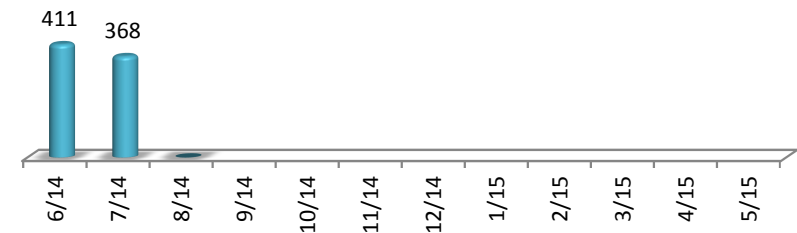
Two Parent Participation Rate



Work First Benefits Issued



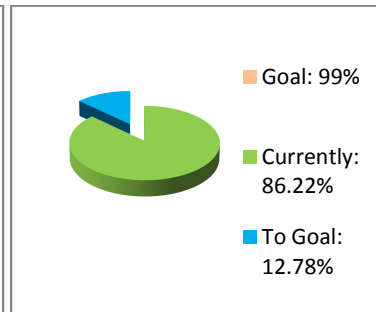
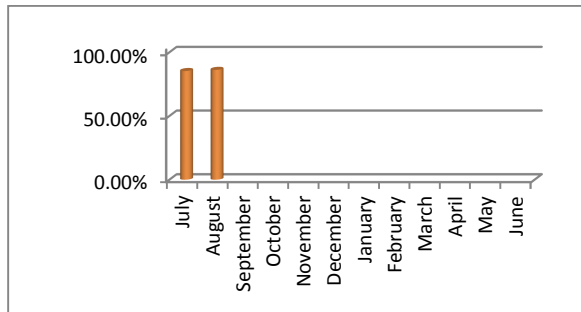
Work First Recipients



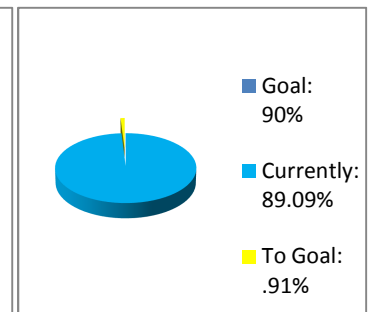
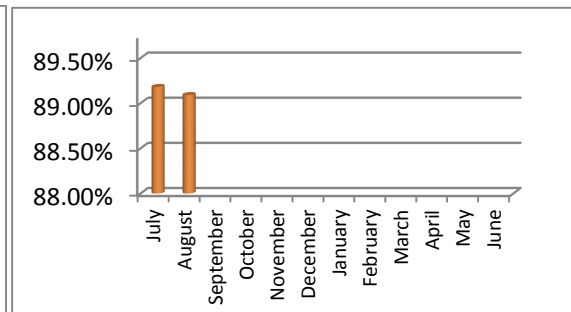
# Service Support Data Dashboard

## Child Support Incentive Goals

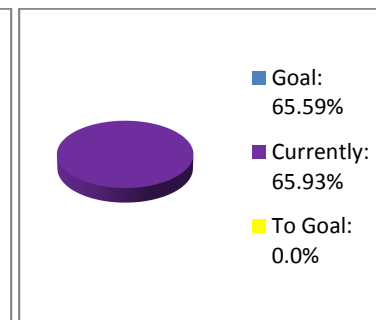
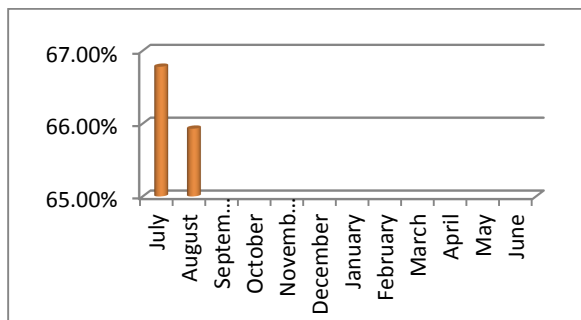
### Paternity Establishment– Goal 99%



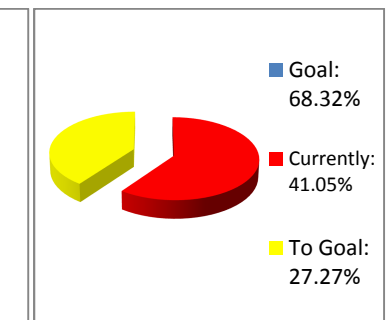
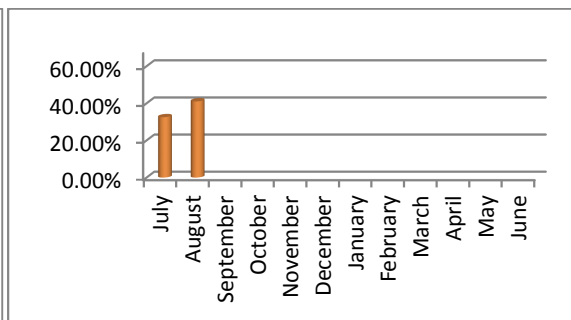
### Cases Under Order – Goal 90%



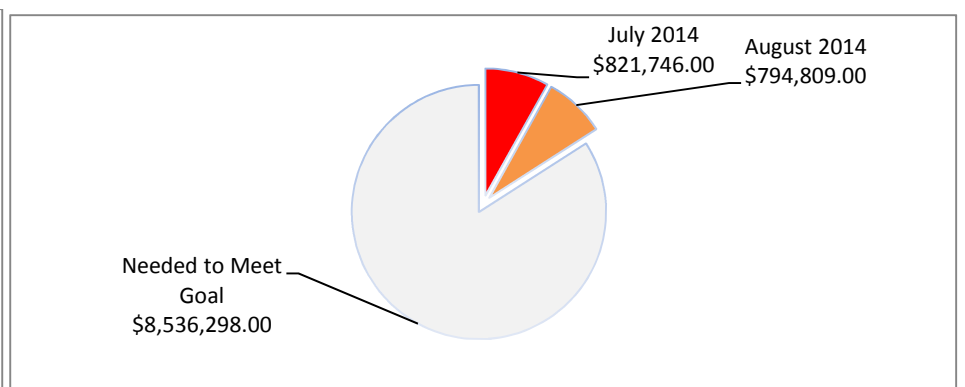
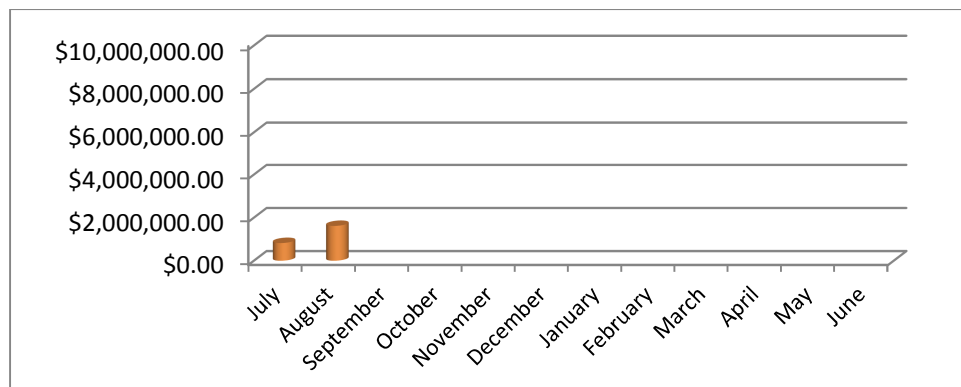
### Collection Rate – Goal 65.59%



### Cases with Payments to Arrears – Goal 68.32%

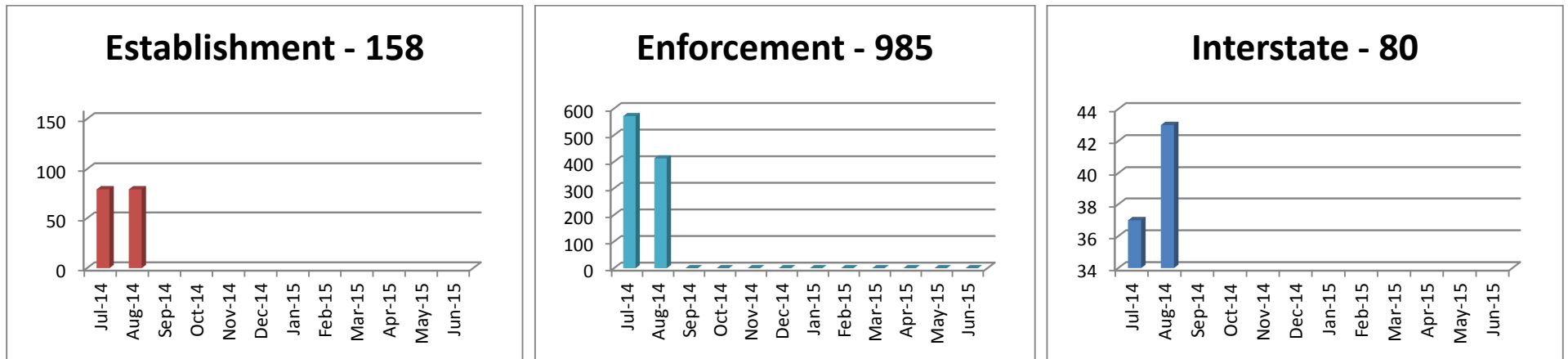


### Total Collections – Goal \$10,341,700



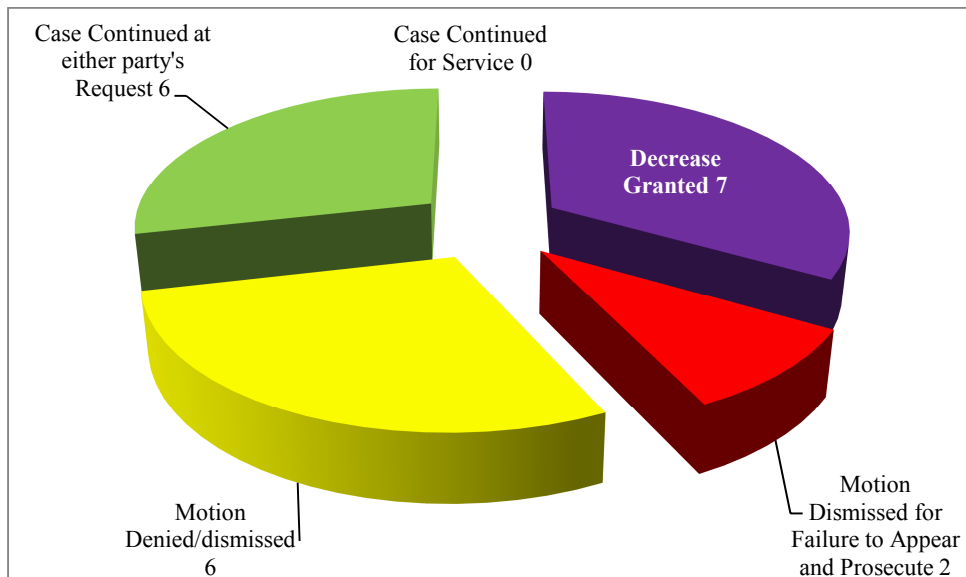
## Service Support Data Dashboard

### Number of Cases in Court – YTD Total – 1223

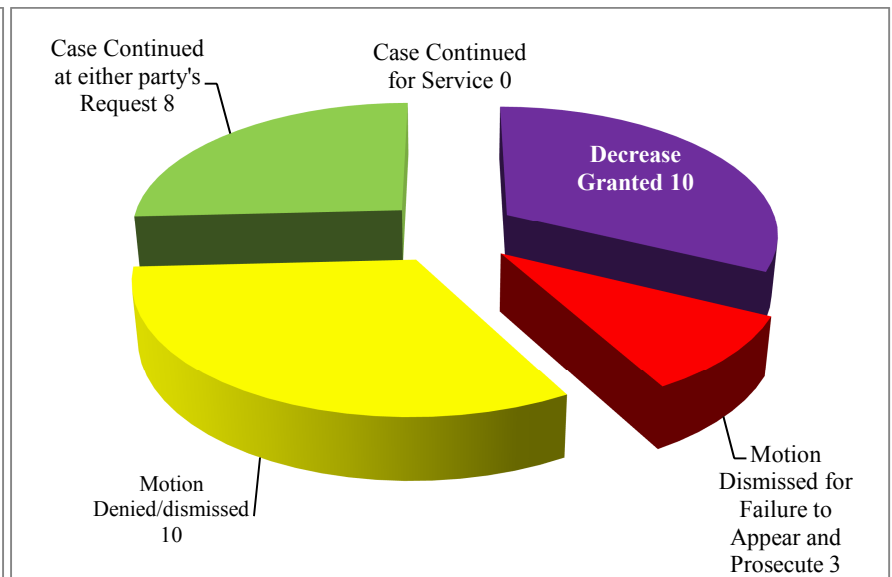


### Non-Custodial Parents Requesting Decreases

#### July 2014 - 19 Decreases Requested



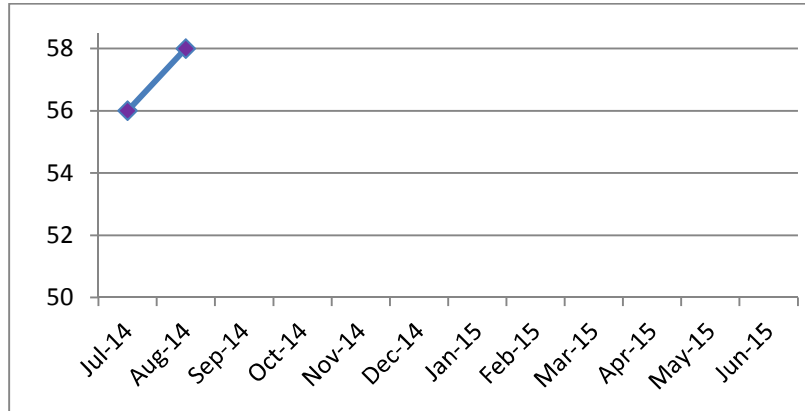
#### FY 2014-2015 – 29 Decrease Requested



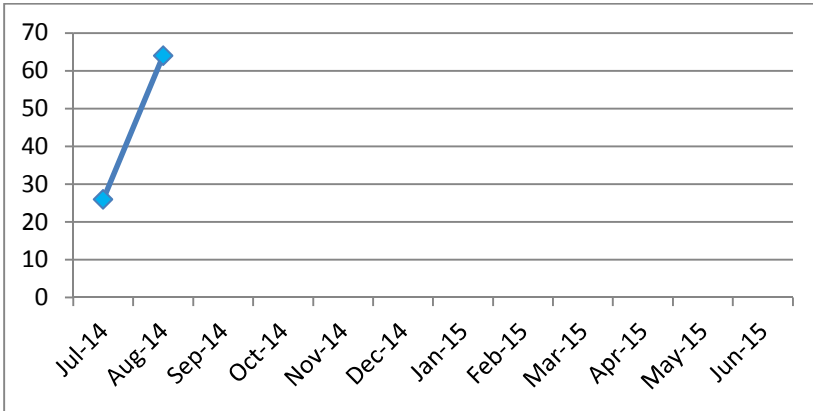
# Service Support Data Dashboard

## Adult Services – August 2014

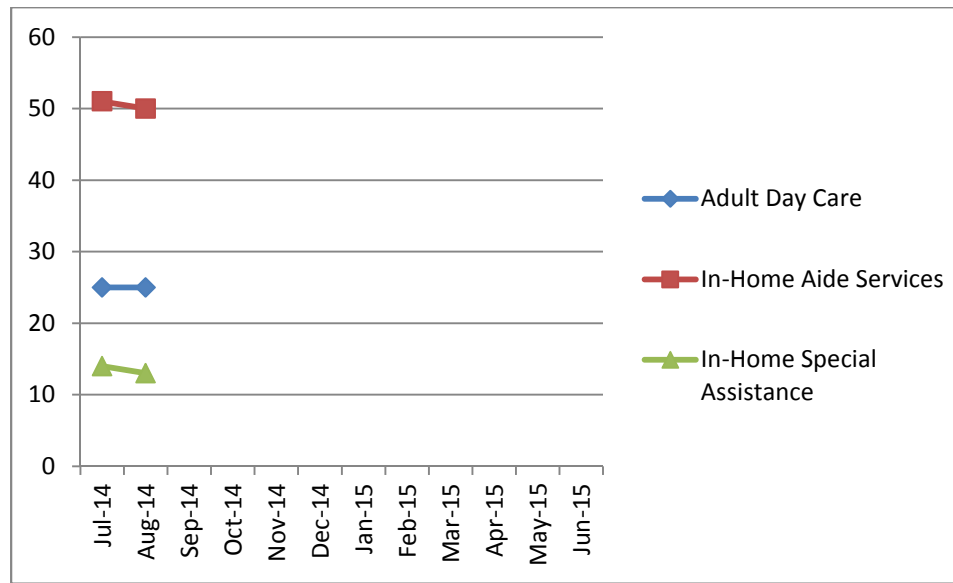
Total Number of Guardianship Cases Per Month



Total Number of Information and Referral Per Month

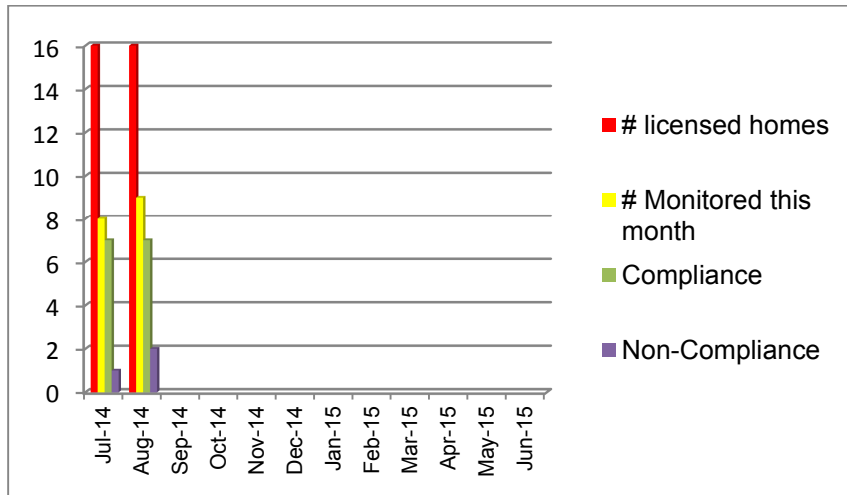


Services Provided Per Month

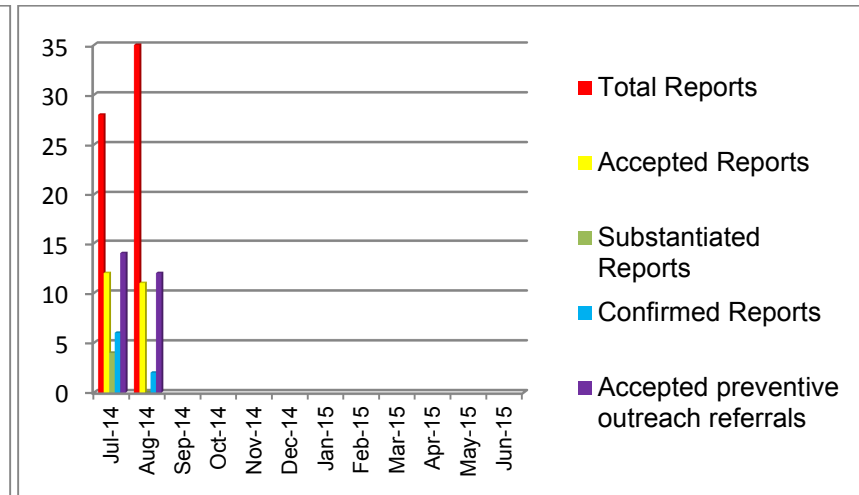


# Service Support Data Dashboard

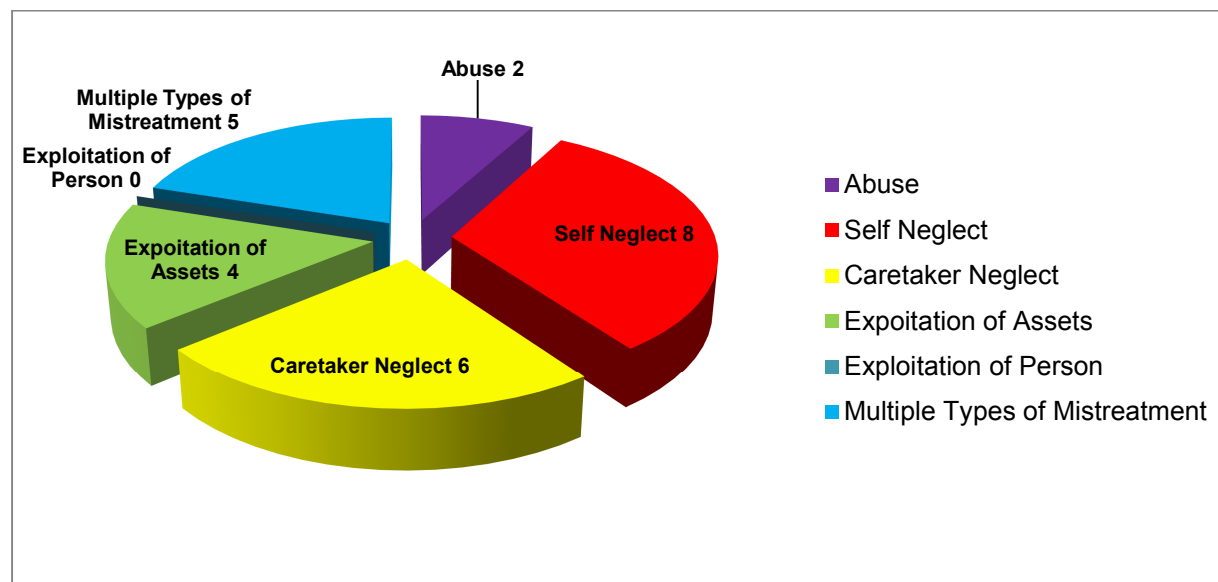
## Adult Care Homes Monitored



## Adult Protective Services



## Adult Protective Services Reports



**ITEM TITLE:** Director's Report

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**ATTACHMENTS:**

**Description**

[Director's Report](#)

**Upload Date**

9/25/2014

**Type**

Cover Memo

**Director's Report  
September 2014**

**Personnel Changes:**

**New hires:** Jennifer Harrison-replaced Deborah Kendall-IMSII  
Charleena Bolden-replaced Enia Abney-IMCII  
Lakeshia Otto-replaced Fabia Steele-IMCII  
Kolisha Sheffield-New IMCII Position

**Transfers:** Wendy Baskins-replaced Carla Mallinson-SWSIII to SWIII

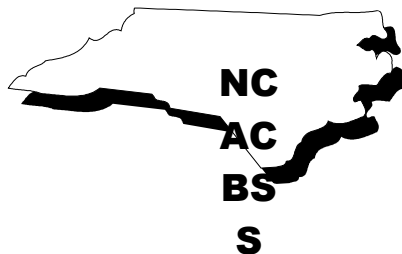
**Promotions:** Donald McIntyre III-OAIII to New IMCII Position

**Resignations:** Daniel Horton-CPSSW  
Amanda Przybyszewski-IMCII  
Lara Bowles-SWI-Child Day Care-relocating  
Catherine Allman-SWII-staying home with newborn

**DSS Space Needs Assessment**

On September 16<sup>th</sup>, I met with Don Bringle, Director of Facilities Management, Robert Lauer and Scotty Smith of Adwarchitects, to tour our building and discuss space needs of DSS over the next 10-15 years. Adwarchitects specializes in architecture, planning and interiors for businesses. The tour specifically focused on the greatest needs being office space for a growing staff and parking needs for customers and staff. With the changing face of technology in the realm of social services work, the needs for office, reception and conference room configurations have changed. A comprehensive programming worksheet is to be completed outlining specific space use within DSS and projected growth.

**NC Association of County Directors of Social Services Legislative Goals**



The 5 proposed goals below have been selected to be presented to NCACC as NCACDSS's recommended goals for their goal consideration process. The next step is for each of the Associations to present these proposed goals to their governing board for possible approval or approval with recommended changes. NCACDSS is meeting with stakeholder associations/organizations on Thursday September 25, 2014 at 3 pm to discuss common goals and ways to support one another through this legislative session.

**Social Services Consortium FY 15-16 Final Proposed Legislative Goals**

1. Advocate for increased funding for services to vulnerable older adults and disabled adults needing protective and public guardianship services
2. Advocate for implementation of statewide case management system(s) for both Child Welfare and Adult Services

3. Advocate to preserve federal block grants and state aid to counties for county-administered programs and oppose unfunded workload mandates
4. Advocate to define minimum qualifications for DSS Director in NC General Statutes
5. Advocate changing state CPS funding of 4.8 million from non-reoccurring to reoccurring for the FY 15-17 State Budget.

Respectfully submitted,  
Donna Fayko, M.Ed.



**ITEM TITLE:** Review of Staff Turnover and Retention for FY'14

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**ATTACHMENTS:**

**Description**

[Staff Turnover and Retention FY'14](#)

**Upload Date**

9/30/2014

**Type**

Cover Memo

## Staff Turnover and Retention FY'14 (July 2013-June 2014)

### Resignations

Month	Position	Reason
July	IMCIII	Retirement
	CPSSW	Another county
	OAI	Another county
	OA Supervisor	Relocation
August	CSE	\$\$ Guilford
	CSE	\$\$
	IMCII	\$\$ Cabarrus
September	IMCII	Position with State
	IMCII	Promotion Cabarrus
October	CPSSW	Pursue Master's degree
	IMCII	\$\$
November	IMCII	Terminated
	CPSSW	Terminated
	SSPA	Retirement
	Security Officer	Another county
December	None	
January	IM Supervisor	Job outside of DSS
	IMCII	FMLA expired
	IMCII	Stay at home mom
	IMCII	Terminated
	OAI	\$\$ Cabarrus
	OAI	FMLA expired
February	IMCII	\$\$ Davie
	SWII Daycare	Pursue Master's degree
March	IMCII	Job outside of DSS/relocation
April	IMCII	Job outside of DSS/relocation
	IMC II	\$\$
May	CPSSW	PT job offered FTE
	IMCII	Relocation
June	IMC Supervisor	\$\$ Cabarrus
	IMCII	Relocation
	IMC II	Terminated
	SWIII	Personal

### Moves

Month	Position	Reason
July	IMCIII	Transfer - CSE
	IMCII	Promotion - CSE
	IM Tech	Transfer - OAI
	Health Dept.	Transfer - IMCII
	Human Services Coordinator	Transfer - IMCIII
	CPSSW	Promotion - On-call
	OAI	Promotion - OAI
August	OAI	Transfer - OAI
	OAI PT	Transfer - OAI

September	IMCII	Promotion - IMCIII
	IMCII	Promotion - CSE
October	CPSSW	Promotion – On-call
	OA Supervisor	Promotion – IMC II
November	OAI	Promotion – OA Supervisor
December	None	
January	CPS SW	Demotion - SWIII
	SWIII	Promotion – CPS SW
	IMCII	Promotion – CPS SW
February	OAI PT	Transfer - OAI
March	IMCII	Demotion - OAI
	IMC III	Promotion – IMC Supervisor
	SWIII	Promotion – SW Supervisor III
April	SWI – Daycare	Promotion - SWIII
May	IMCII	Promotion – IMC III LW
	IMCIII	Transfer – IMC III LW
June	IMC Technician	Promotion - IMCII

#### Summary for FY'14 :

- Turnover rate of 16% = 32/200 resignations
  - 18 resignations in IMC = 18/75 = 24%
  - 34% for > money in different county
- Churnover rate of 13% = 25/200 moves
  - 15 promotions
  - 2 demotions
  - 8 transfers

#### Staff Turnover and Retention FY'15 (July 2014-September 2014)

##### Resignations

Month	Position	Reason
July	IMCIII LW	\$\$ Cabarrus
	IMCIII LW	Relocation
	CPSSW	\$\$
August	SWIII	Personal
	SWIII	Retirement
	OAI	Retirement
	IMCII	\$\$ Cabarrus
September	IMCII	Job outside DSS
	IMCII	Job outside DSS
	IMCII	\$\$ Mecklenburg Relocation
	IMCII	\$\$ Cabarrus
	IMCIII	Health reasons
	IMCIII LW	\$\$ Cabarrus
	SWI-Daycare	Relocation
	CPS SW	Job outside DSS
	SW II – Adult Services	Stay at home mom

## Moves

Month	Position	Reason
July	IMCIII	Transfer – IMCIII LW
	OAIII	Promotion – IM Technician
August	CPS SW On-call	Demotion - SWIII
September	OAIII	Promotion - IMCII
	SW Supervisor III	Demotion - SWIII

## Summary for FY'15 :

- Turnover rate of 8% = 16/200 resignations
  - resignations in IMC = 9/75 = 12%
  - 67% for > money in different county
- Churnover rate of 3% = 5/200 moves
  - 2 promotions
  - 2 demotions
  - 1 transfer

**ITEM TITLE:** Selection of Board appointed Board member

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**ATTACHMENTS:**

<b>Description</b>	<b>Upload Date</b>	<b>Type</b>
<a href="#">Board appointment application Wright</a>	9/25/2014	Exhibit
<a href="#">Board appointment application Blount</a>	9/25/2014	Exhibit
<a href="#">Board appointment application Bird</a>	9/29/2014	Cover Memo



Rowan County Board of Commissioners  
130 West Innes Street  
Salisbury, NC 28144  
704-216-8180  
FAX: 704-216-8195

**APPLICATION FOR NOMINATION TO COUNTY BOARDS AND COMMITTEES**

**\*\*This application is a Public Record and must be fully completed to be considered\*\***

<b><u>Name:</u></b> deedee none wright	<b><u>Date:</u></b> 9/4/2014
<b><u>Address:</u></b> 418 s. caldwell street	<b><u>Home Phone:</u></b> 704.633.1489
<b><u>City, State, Zip:</u></b> salisbury, nc 28144	<b><u>County of Residence:</u></b> rowan
<b><u>Email:</u></b> ddw102@aol.com	<b><u>Work Phone:</u></b>
<b><u>Education:</u></b> BA degree MA degree	
<b><u>Current Employer:</u></b> Retired	<b><u>Occupation:</u></b> Psychologist/ SW
<b><u>I am interested in the following Board/Commission:</u></b> DDS Board	
<b><u>Recent Community Activities:</u></b> City ZBA City Planning Board Board of Election	
<b><u>Why do you feel you are qualified for this appointment:</u></b> My past work experience	
<b><u>Have you ever been convicted of a felony?</u></b> No	
<b><u>If the answer is yes above, please explain:</u></b>	
<b><u>I have reviewed the information contained in this application, and by initialing below certify that the information is true and correct.</u></b> <b>Initial:</b> dw	



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**APPLICATION FOR NOMINATION TO COUNTY BOARDS AND COMMITTEES**

**\*\*This application is a Public Record and must be fully completed to be considered\*\***

<b><u>Name:</u></b> Darlene P. Blount	<b><u>Date:</u></b> 9/18/2014
<b><u>Address:</u></b> 212 Ferncliff Drive	<b><u>Home Phone:</u></b> 704-633-8867
<b><u>City, State, Zip:</u></b> Salisbury, NC 28147	<b><u>County of Residence:</u></b> Rowan
<b><u>Email:</u></b> bldrmom@carolina.rr.com	<b><u>Work Phone:</u></b> 704-633-8867
<b><u>Education:</u></b> I completed public education through high school and college (incomplete). Completed and maintained real estate education for my NC Brokers License Passed the state residential contractor licensing exam maintain my builders license.	
<b><u>Current Employer:</u></b> Self	<b><u>Occupation:</u></b> RE Broker/Contractor/Land Dev.
<b><u>I am interested in the following Board/Commission:</u></b> Department of Social Services	
<b><u>Recent Community Activities:</u></b> RowanWorks Board Member Rowan County Planning Board Member Rowan County Chamber of Commerce Member Salisbury-Rowan Symphony Guild	
<b><u>Why do you feel you are qualified for this appointment:</u></b> For many years I have observed the demographic changes in our county and I have been concerned for the families due to lack of jobs and associated problems. That is why I volunteered for RowanWorks and when this opportunity arose, I spent time seriously considering whether or not to submit application. I think a genuine caring for the folks is critical and I believe an additional advantage is my years of experience in business. I have inherently understood the importance of sound business practices, meeting budgets, and working with employees. My greatest satisfaction throughout my life has been my ability to see each person for their worth and to encourage even my employees to improve themselves. I guess what I am trying to say here is, it has got to be about the people.	
<b><u>Have you ever been convicted of a felony?</u></b> No	

**If the answer is yes above, please explain:**

**I have reviewed the information contained in this application, and by initialing below certify that the information is true and correct.**

**Initial:DPB**





Rowan County Board of Commissioners  
130 West Innes Street  
Salisbury, NC 28144  
704-216-8180  
FAX: 704-216-8195

**APPLICATION FOR NOMINATION TO COUNTY BOARDS AND COMMITTEES**

**\*\*This application is a Public Record and must be fully completed to be considered\*\***

<b>Name:</b> Steven Thomas Bird	<b>Date:</b> 9/28/2014
<b>Address:</b> 1728 Colony Road	<b>Home Phone:</b>
<b>City, State, Zip:</b> Salisbury, NC 28144	<b>County of Residence:</b> Rowan
<b>Email:</b> stevebirdathome@yahoo.com	<b>Work Phone:</b> 7042454310
<b>Education:</b> BSCE Purdue University 1982 MBA University of Georgia 1988	
<b>Current Employer:</b> Esses Consulting, Inc.	<b>Occupation:</b> Risk Management Consultant
<b>I am interested in the following Board/Commission:</b> Department of Social Services Board	
<b>Recent Community Activities:</b> High Rock Community Church Youth Group Leader High Rock Community Church Life Group Leader (blended families and single parents) YMCA Service Volunteer / Fitness Instructor	
<b>Why do you feel you are qualified for this appointment:</b> As a 10-year resident of Rowan County, I have encountered countless families and children who work to overcome difficult life circumstances. My involvement has been on a one-to-one, personal level with these individuals and families. The Department of Social Services provides an opportunity for me to expand my efforts in this regard, and help others in a much broader sense in our roles to assist those around us. In addition, my consulting work for a number of counties and other public entities has given me a broad understanding of budget processes and other aspects of a county's operations.	
<b>Have you ever been convicted of a felony?</b> No	
<b>If the answer is yes above, please explain:</b>	
<b>I have reviewed the information contained in this application, and by initialing below</b>	

certify that the information is true and correct.

**Initial:**STB

**ITEM TITLE:** Approval of Energy Outreach Plan

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**ATTACHMENTS:**

**Description**

[Energy Outreach Plan FY'15](#)

**Upload Date**

9/25/2014

**Type**

Cover Memo

**ROWAN COUNTY  
DEPARTMENT OF SOCIAL SERVICES  
ENERGY PROGRAMS OUTREACH PLAN**

	<b>LIEAP</b>	<b>CIP</b>
Contact Person:	<u>Pat Spears</u>	<u>Pat Spears</u>
Address:	<u>1813 E. Innes Street</u>	<u>1813 E. Innes Street</u>
	<u>Salisbury, N.C. 28146</u>	<u>Salisbury, N.C. 28146</u>
Telephone	<u>(704) 216-8407</u>	<u>(704) 216-8407</u>

**Please address both CIP and LIEAP where appropriate.**

**OUTREACH**

1. The following agencies or groups will be contacted to encourage their participation on an interagency committee for CIP and/or LIEAP:  
Rowan Helping Ministries, The Salvation Army, 211- County-wide Information System, Rufty Holmes Senior Center, and Rowan County DSS
2. Committee meetings will be scheduled for the following dates and times (you may list tentative dates):  
Rowan County proposes to schedule a committee meeting in September 2014 to inform the agencies listed in #1 above about outreach efforts and to enlist participation in outreach activities for the Energy Programs for FY14/15.
3. The following agencies or groups will provide outreach services for CIP and/or LIEAP:
  - a. What outreach activities will each agency provide to those individuals and families with the lowest income and highest relative energy costs and needs?  
Each agency will provide (1) Information about the Energy Programs (LIEAP/CIP) to their low-income clients, (2) Refer potential clients to DSS for LIEAP and clients to Rowan Helping Ministries for CIP and (3) Rowan Helping Ministries will accept and process CIP applications for DSS.
  - b. What outreach activities will each agency provide to households with a member age 60 and over?  
In addition to the activities above, DSS will develop informational materials to be shared with each agency listed above to specifically target the households containing a disabled member or a member age 60 or older.
4. Outreach for CIP and/or LIEAP will be coordinated between the county department of social services and each agency in number 3 above in the following ways:  
DSS will provide basic information about the eligibility criteria, benefits, dates and times of the application-taking for LIEAP. DSS will coordinate training for Rowan Helping Ministries regarding CIP application/eligibility/data entry and will provide oversight of the program for Rowan Helping Ministries staff.
5. The following newspapers, radio stations, and television stations will be contacted to request that they publicize the energy program:  
The Salisbury Post, Kannapolis Citizen, Government Access Channel Cable 16, and [www.rowancountync.gov/dss](http://www.rowancountync.gov/dss)

## APPLICATION TAKING

1.
  - a. CIP is a year-round program which runs July 1<sup>st</sup> through June 30<sup>th</sup> statewide
  - b. LIEAP application-taking will be from December 1<sup>st</sup> through March 31<sup>st</sup> annually statewide.
2. The following agencies or groups will provide application-taking and processing services for CIP and/or LIEAP (please list their addresses, and hours for CIP and/or LIEAP):  
CIP - Rowan Helping Ministries  
226 N. Long Street  
Salisbury, N.C. 28144  
8 a.m. to 4 p.m. M-F
3. Any additional comments or activities planned for CIP and/or LIEAP:  
NONE
4. The maximum allowed CIP benefit amount per eligible household is \$ 600 per fiscal year (July 1 – June 30). This applies to all counties.

**This Outreach Plan applies to LIEAP and CIP only. Energy Neighbor, Share the Warmth, Wake Electric Round Up, and Helping Each Member Cope funds are not governed by this Plan. Please refer to the appropriate Energy Manual section for eligibility criteria regarding those funds.**

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Director's Signature

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Date

**ITEM TITLE:** Safety officer concerns

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**ATTACHMENTS:**

Description	Upload Date	Type
No Attachments Available		

**ITEM TITLE:** Social Services Institute

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**ATTACHMENTS:**

<b>Description</b>	<b>Upload Date</b>	<b>Type</b>
<a href="#">Social Services Institute NCACBSS New Board Training</a>	9/25/2014	Cover Memo



## N. C. Association of County Boards of Social Services

### **MEMORANDUM**

TO: COUNTY DSS BOARDS STATEWIDE

FROM: Walt Johnson  
Vice President  
Chair, Program and Training Committee

RE: Upcoming NCACBSS ANNUAL MEETING and  
NEW DSS BOARD MEMBER TRAINING  
October 22-23, 2014  
Hickory Convention Center

DATE: September 9, 2014

NCACBSS, your association, is pleased to provide you with information about the upcoming NEW DSS BOARD MEMBER TRAINING and the NCACBSS ANNUAL MEETING-to be held at the Hickory Convention Center as follows:

**Wednesday, October 22 (11:30-5:00)**  
**NEW DSS BOARD MEMBER TRAINING (lunch provided)**

**Thursday, October 23 (8:30-5:00)**  
**NCACBSS ANNUAL MEETING**

NCACBSS is busy finalizing the agenda and training workshops for these events and will be sharing that with you soon.

Please make every effort to send new board members to our new DSS Board Member Training and to attend our Annual Meeting as well as other activities associated with the Social Services Institute. As needed, your county DSS should assist you with registration and expenses related to your attendance; however, registration access can be found at

<https://ncacdss.wufoo.com/forms/2014-social-services-institute-registration/>

**NEW: YOU HAVE THE OPTION TO PAY ONLINE. YOU WILL BE DIRECTED TO THE PAYMENT OPTION ONCE YOU COMPLETE YOUR REGISTRATION THROUGH WUFOO.**

Lodging information can be found on our website, [www.ncacbss.org](http://www.ncacbss.org) and on the North Carolina Association of County DSS Directors Association website at [www.ncacdss.org](http://www.ncacdss.org)

I look forward to seeing you in Hickory in October!



**ITEM TITLE:** Plan for Medicaid Hard Launch

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**ATTACHMENTS:**

Description	Upload Date	Type
No Attachments Available		

**ITEM TITLE:** Finalize Annual Report

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**ATTACHMENTS:**

Description	Upload Date	Type
No Attachments Available		

**ITEM TITLE:** Community Roundtable

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**ATTACHMENTS:**

Description	Upload Date	Type
No Attachments Available		

**ITEM TITLE:** Next meeting October 28, 2014 @ 5:30 PM

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**ATTACHMENTS:**

**Description**

**Upload Date**

**Type**

No Attachments Available